



WORKFORCE INNOVATION
AND OPPORTUNITY ACT IN

MISSISSIPPI

PROGRAM YEAR 2022 ANNUAL REPORT

July 1, 2022 to June 30, 2023



Workforce Innovation and Opportunity Act in Mississippi 2022 Annual Report

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ON THE COVER: Biloxi Mississippi Lighthouse at Dusk



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR

Dear Friends:

On behalf of the Mississippi Department of Employment Security (MDES), it is a pleasure to submit the WIOA Annual Report for Program Year 2022, which showcases expanded partnerships in Mississippi's workforce while maintaining our mission of "Helping Mississippians Get Jobs."

In 2021, the Mississippi Legislature created the Office of Workforce Development, branded as AccelerateMS, to expand the scope of workforce development by having an oversight body to coordinate the use of all federal and state funds. We are grateful for the leadership of AccelerateMS, which was also designated by Governor Reeves to lead the State Planning process this year.

As a result of this coordination and expansion, Mississippi is moving toward greater cooperation and coordination between WIOA and Perkins Act funded education. In addition to expanded state partnerships, MDES has also entered strategic partnerships with new federal partners such as the Department of Defense and the Department of Justice. These expanded partnerships enable MDES and our partners to better carry out our mission.

This year's report highlights success stories, workforce partners old and new, and innovative programs in Mississippi.

Sincerely,

A handwritten signature in black ink, consisting of the letters "R" and "S" followed by a stylized "A".

Robin Stewart
Interim Executive Director

This report showcases the six required state programs along with the optional partner programs that complement the state plan.

STATE PLAN STRATEGIC VISION AND GOALS

Mississippi's strategic vision continues to support a workforce system that acts and functions as an ecosystem where all parts are connected to achieve common goals.

This system gives every Mississippian the opportunity to be work-ready or career-ready and to secure his or her dream job right here at home. Under Mississippi's Combined Plan, from the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, as soon as current and prospective businesses enter into a partnership with Mississippi's education and workforce system, resources will be aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses' long-term economic viability. This partnership creates better and more sustainable employment opportunities for Mississippians.



MISSISSIPPI'S COMBINED PLAN INCLUDES THE

six required STATE PROGRAMS

- 1 Adult Program
- 2 Dislocated Worker Program
- 3 Youth Program
- 4 Adult Education and Family Literacy Act Program
- 5 Wagner-Peyser Act Program
- 6 Vocational Rehabilitation Program

Along with Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Jobs for Veterans State Grants Program (JVSG), and Senior Community Service Employment Program (SCSEP)



Titles I & III: Measuring Service and Data Quality

Measuring Service and Data Quality for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses had received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed with each group accounting for 500 surveys. The participation results are as follow:

SURVEY COMPLETION RESULTS			
	SURVEY PARTICIPANTS	SURVEYS COMPLETED	RESPONSE RATE
Job Seeker	1,631	500	30.7%
Businesses	993	500	50.4%

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers. This suggests that local WIN Job Centers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the WIN Job Centers in their area.

Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. Question 1 asked job seekers or businesses to rate their overall satisfaction with the services received. Question 2 asked how closely the services received met the expectations of the job seeker or business. Question 3 asked if the services received were ideal for an individual or business in the same circumstances.

Response from each of the three questions were used to calculate the American Customer Satisfaction Index (ACSI).

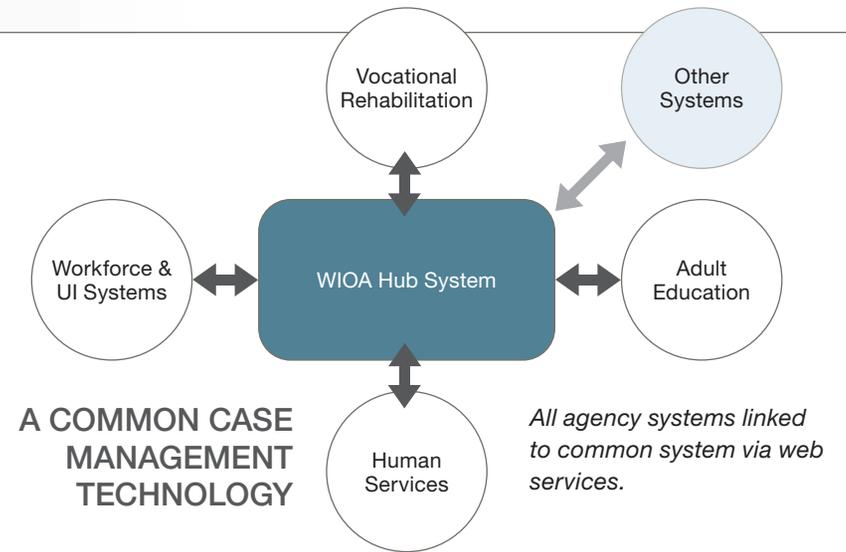
2022 JOB SEEKER SATISFACTION	
	RATE
Delta	86.95
MS Partnership	83.64
Southcentral	88.59
Twin Districts	85.90
State Average	86.19

2022 BUSINESS SATISFACTION	
	RATE
Delta	68.67
MS Partnership	66.65
Southcentral	65.79
Twin Districts	67.59
State Average	67.19

In addition to sharing the annual results with the local workforce areas and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback will be used by the four local workforce areas and results incorporated in customer service training for staff in the WIN Job Centers.

WIOA Hub

Mississippi designed and developed a data system called the WIOA Hub to assist individuals across the WIOA partner agencies. A key goal of WIOA is to ensure that a Mississippian is connected to all services they need to connect to a job. Services from Mississippi’s WIOA partners help remove barriers to work such as childcare needs, lack of transportation, lack of a high-school diploma, help searching for a job, or help to overcome a disability. The Hub allows agencies to work together to ensure that customers get connected to the mixture of services they need to succeed. A key activity of WIOA implementation in Mississippi was creating a comprehensive dictionary of all the services provided by WIOA partners.



Services Provided

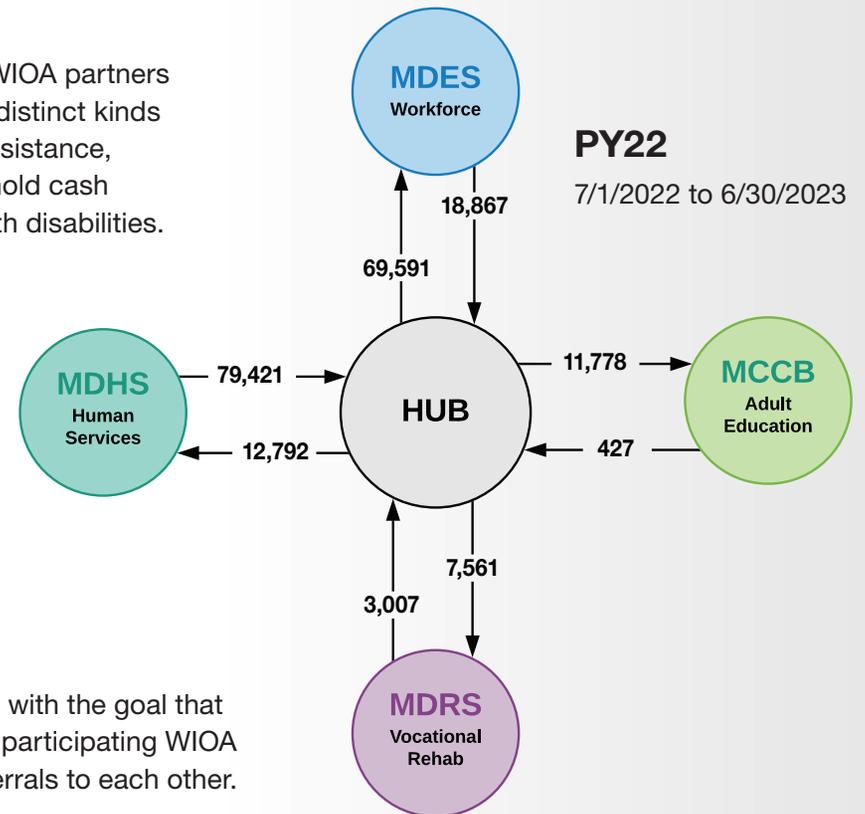
For program year 2022 (7/1/2022 to 6/30/2023), 197,915 individuals served by WIOA partners through the interagency WIOA Hub received over 662,138, encompassing 267 distinct kinds of services. These services included transportation services, job placement assistance, career planning and counseling, on-the-job training, work experiences, household cash assistance, and the purchase of assistive technologies for those individuals with disabilities.

The most common service provided by MDES was reaching out to WIOA participants by email, phone, or a mailed letter with information about a good job opportunity— in fact,

MDES did this **379,577** TIMES!

Referrals

The Hub plays a key role in allowing agencies to refer customers electronically, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.



State Longitudinal Data System (SLDS)

MDES continues to successfully use the SLDS system which was made possible by a Workforce Data Quality Initiative (WDQI) grant from a previous year.

What Is Longitudinal Data?

Longitudinal data is data that are accumulated over time and provide an opportunity to identify and track progress and trends.

What is SLDS?

SLDS is a state system that uses state data as a valuable resource for understanding how to improve services, ensure good educational outcomes, and guarantee training that leads to good jobs. The data for Mississippi's SLDS are provided by state agencies that serve Mississippians in the areas of education, human services, corrections, vocational rehabilitation services, and employment security. This provides a complete picture of the state.

How Does the SLDS Help Every Mississippian?

There are many ways that SLDS helps, but one clear example is in the area of economic development. Imagine you wanted to start a company in Mississippi that uses pine wood to make custom furniture. One look around shows that there are plenty of pine trees, but what about skilled workers? The SLDS allows prospective companies to see Mississippi's people as clearly as they see the trees. SLDS data provide an accurate picture of available workers, including the training pipeline, that a company can use when deciding to locate in Mississippi, giving Mississippi a huge advantage.



Eligible Training Provider List

Mississippi's ETPL website contains information about approved training providers and programs.

The purpose of the ETPL is to provide customer-focused employment training. Training providers who are eligible to receive Individual Training Accounts (ITAs) through WIOA Title I-B funds are listed on the ETPL.

Training Service Providers may apply to have new training courses added to the list and may edit existing training courses during the State's annual open enrollment and recertification period, April 1-15. System Administrators may access the database for approval or denial of programs.

Available Online

SERVING

1,572 Participants

44 Providers

OFFERING **772** COURSES WITH **108** COURSES UTILIZED BY PARTICIPANTS

TRACKING

ITAs

OJTs

Payments

Registered Apprenticeships

Interacts Daily with the DFA system/MAGIC

Career Dislocated Worker Grant

During PY 2022 MDES received funding for a Career Dislocated Worker Grant (Career DWG). MDES is using this funding to expand the capacity of the workforce system to provide high-quality, accessible, and understandable virtual career services to dislocated workers by researching and implementing technology that will support **eight specific services**.



Streamlined Signup



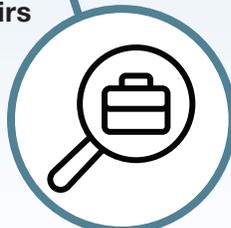
Virtual Enrollment Documentation



Virtual Career Counselor Tool



Text and Video Chat



Virtual Career Fairs



Voice Commands



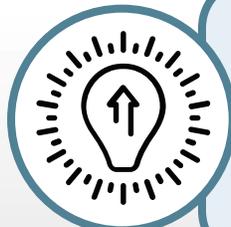
Simplified Reading Level Evaluation



Miscellaneous Usability Improvements

Workforce Data Quality Initiative Grant

During PY 2022 MDES received funding for a Workforce Data Quality Initiative Grant (WDQI). **MDES is using this funding to expand current systems to:**



Enhance Unemployment Insurance (UI) Wage Records Reporting



Study the Effectiveness of Training Programs



Modify the Eligible Training Provider (ETPL) System to improve the effectiveness with MS Works

Mississippi Active Waivers

For program year 2022, Mississippi requested a waiver associated with the requirements at WIOA Section 129 (a)(4)(A) and 20 CFR 681.410, which requires not less than 75 percent of youth funds be used for Out-Of-School Youth (OSY).

As a result of the waiver, there was an increase in connection between education and training providing work-based learning opportunities that include work experience and pre-apprenticeship and increasing access to workforce services to disadvantaged youth.

For instance, Twin Districts LWDA will continue to serve OSY; all nine OSY providers (including SMPDD) will continue to serve OSY, and adding In-School Youth (ISY) will be an enhancement to the total number of youth served in the Twin Districts. In PY21 Twin Districts served 232 OSY and 48 ISY, in PY22 they served 285 OSY and 65 ISY which

shows an increase in the total number of youth served, both OSY and ISY. Additionally, the increase in partnerships formed serving ISY also serves as a source of referrals for OSY.

Twin Districts has been diligently working on partnering with local school districts to expose ISY to WIOA services and in-demand occupations. The high school CTE programs provide the youth with training in a specific pathway and the WIOA youth programs provide the youth with work readiness skills training, supportive services, and connect the youth to paid work-based learning/work experience opportunities.

In addition to our partnership with high school CTE and work-based learning programs, they have joined efforts with their sister program, the Southern Mississippi Planning and Development District (SMPDD) High School Career Coach program funded through

AccelerateMS. The High School Career Coaches work to equip students and parents with information about career options and help them navigate their future after high school. The High School Career Coaches help identify ISY that need direction towards a career path and spread awareness of programs and career opportunities, including the WIOA youth program.

All these partner programs have common goals for the same population. Together, they all work to maximize our efforts to increase the awareness of in-demand occupations, increase college and career readiness, and connect ISY to work-based learning opportunities. In addition to utilizing the 50/50 waiver by increasing our in-school enrollments, these partnerships are enabling the Twin Districts to achieve our sector strategy goals, such as aligning CTE programs with Community Colleges and business needs in our area.

		MISSISSIPPI PARTNERSHIP LWDA	DELTA LWDA	SOUTHCENTRAL MS WORKS LWDA	TWIN DISTRICTS LWDA	GOVERNOR'S DISCRETIONARY GRANTS (GDGS)	STATEWIDE GRAND TOTAL
PY21	ISY %	44.09%	7.97%	7.56%	18.29%	36.79%	21.38%
	OSY %	55.91%	92.03%	92.44%	81.71%	63.21%	78.62%
PY22	ISY %	31.22%	0.00%	16.14%	18.32%	100.00%	26.47%
	OSY %	68.78%	0.00%	83.86%	81.68%	0.00%	73.53%

Data Validation

Data Validation is conducted and documented on a quarterly basis according to prior established processes and procedures. Training is conducted on an as-needed basis when requested by Local Workforce Development Areas. MDES Performance and Reporting Unit staff are required to attend annual Department of Labor training regarding WIOA guidance.

During the preparation of the Participant Individual Record Layout (PIRL), personnel of the National Strategic Planning and Analysis Center (nSPARC) at Mississippi State University reviews program data for errors, missing data, out-of-range values, and anomalies. Quarterly program reviews are performed by the Performance and Reporting Unit at MDES prior to presenting the results to MDES management for approval and certification.

Data Validation was a high priority during Program Year 2022 at MDES. Along with the cooperation of nSPARC, the Performance and Reporting Unit at MDES initiated several projects to improve data integrity. These initiatives targeted data elements in all WIOA programs and included such topics as priority of service, proper resulting of services, and other miscellaneous topics.

MDES will continue to focus on improving processes and procedures to include quarterly data validation activities and more frequent training opportunities for location personnel.

The Mississippi Partnership was the first workforce area in the state to begin implementing the new 50/50 strategy, using the waiver during PY18 - PY22. The COVID-19 pandemic impacted not only OSY but ISY as well. ISY lost valuable instruction time and opportunities for exposure to careers after high school in addition to in-person assistance with developing career pathways for after high school. The Mississippi Partnership utilized the 50/50 OSY/ISY waiver to provide needed services to ISY to help fill the gap for the students. With the Mississippi legislation recently providing funding for Career Coaches to be placed in local high schools and given the continual funding cuts for its WIOA youth allocation, the Mississippi Partnership will utilize this waiver but to a lesser degree during PY23.

The Mississippi Partnership currently has OSY programs that serve 21 out of 27 counties in our workforce area and served 407 OSY (70.54%) and 170 ISY (29.46%) in PY22. The Mississippi Partnership will continue to provide OSY services and prepare OSY for the workforce and continued education.

The Delta Workforce Development Area is utilizing the 50/50 youth expenditure waiver to serve ISY in three school districts. In the Sunflower County and Washington County districts, youth providers have collaborated with Mississippi Delta Community College to provide short-term training to youth in the programs of pharmacy technician, welding, and CDL permit. In addition, the youth receive career-readiness training and work experience. In Panola County, the North Panola Career and Technical Center serves youth who have completed two years of work-based learning. They will receive career-readiness training and complete work experience in the areas of their CTC training.

Youth Median Earnings Growth PY21 to PY22 STATEWIDE



\$148
AMOUNT OF INCREASE

4.57%
PERCENTAGE OF INCREASE

GOVERNOR'S RESERVE FUNDING

Cleveland Career Development & Technology Center

The mission of the Cleveland Career Development and Technology Center (CCDTC) is to empower students with the skills needed to excel in the 21st century as productive students. CCDTC provides programs designed to prepare students for entry level employment or specialty training in a variety of job skill areas through a practical learning environment and sequenced programs.

CCDTC used the Governor's Discretionary funds to enhance their Reality Works Program that provides employment or paid internships for students ages 16-21 in their chosen career pathway. Students have the opportunity to gain certifications, career pathway specific skills, On-the-Job Training, and experience. They are also provided the necessary tools, attire, etc. needed to be successful.



Micheal Wortham is a native of Calhoun City, Mississippi, and served over a decade in prison at the Mississippi Department of Corrections.

While incarcerated, Mr. Wortham completed various Life Skills classes and Job Training programs.

Upon release from prison, MDOC Works staff provided support services and job search assistance to Mr. Wortham to ensure he had a successful transition back into society. He obtained employment at a major furniture manufacturing plant in North Mississippi as a forklift operator. Since beginning work, he has received multiple pay raises and was able to purchase a vehicle.

Life looks very different for Mr. Wortham now. Sundays find him playing the bass guitar or drums at his church, providing great joy and fulfillment that keeps him grounded spiritually, and weekdays find him gainfully employed.

MagCor

The target group for our Governor's Discretionary Grant was adults, 21 years of age or older, who are currently confined to a Mississippi State/Regional correctional facility with a reentry/release date within the next 16 months. Priority will be given to incarcerated veterans and spouses of certain veterans for participation in the program.

Skills training that will lead to industry-recognized credentials, apprenticeship, on-the-job training, or career pathways is the focus of the program.

Support services are essential in all reentry programs and begin at the time of enrollment and continue throughout the length of the program, including the follow-up period. Cognitive behavior therapy, training/credentials incentives, and emergency/needs payments are some of the support services that will be provided to participants.



ACES GRADUATES



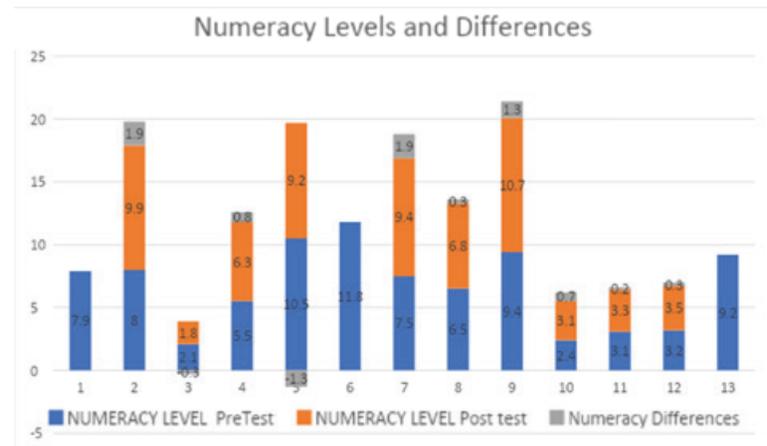
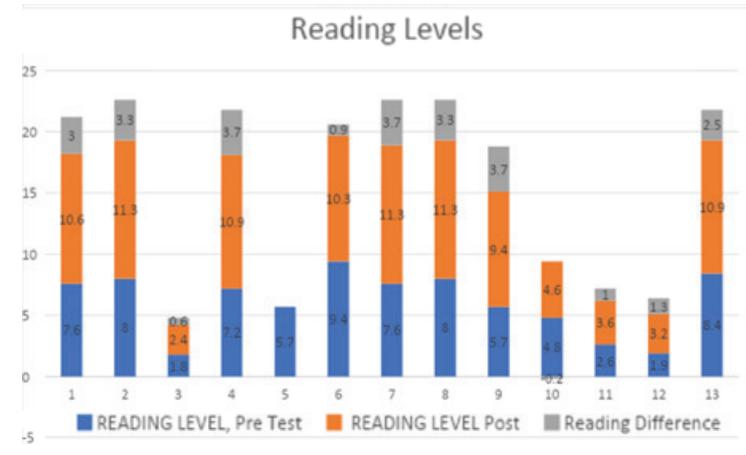
STUDENTS COMPLETING WIOA WORKFORCE DEVELOPMENT TRAINING

Jackson State University, College of Education and Human Development, School of Lifelong Learning

Redefine your Future

The Adult and Career Education Services (ACES) at Jackson State University (JSU) offers out-of-school youth and adults an opportunity to better their lives. Many of the participants in the program are experiencing employment or job promotion challenges due to basic skill deficiencies; justice system offenses; or a lack of high school equivalency, college degree, or job-readiness training. Participation in the ACES program, through carefully structured educational and workforce development training, increases essential foundational skills that lead to gainful employment. Activities include Adult Education, High School Equivalency (HSE) examination preparation, computer-assisted academic instruction, employability skills training, online soft skills/workforce development courses, development of career pathways, and workforce training.

JSU used the Governor’s Discretionary funds to provide education and training for sixteen 24-year-olds to obtain an HSE and create a pathway to gainful employment. The primary focus of our efforts is to help students pass either the HSE or HiSet examinations successfully. Figures 1 and 2 show changes between pre- and post-test scores in reading and numeracy.



The Mississippi Coding Academies (MCA)

The Mississippi Coding Academies (MCA) is celebrating a significant milestone as it concludes its 6th graduation cycle. Out of the 54 enthusiastic coders who enrolled, an impressive 48 have successfully earned their certificates. What's even more remarkable is that within just three weeks of graduation, 26 of these certified graduates, including 18 females, secured employment opportunities, highlighting the growing demand for tech talent in Mississippi.

In addition to their coding education, these coder graduates also participated in CompTIA Security+ and Comp TIA IT Fundamentals courses further enhancing their skill sets and readiness for the workforce. Moreover, they received comprehensive Cyber Security and Awareness training, equipping them with crucial knowledge to navigate the evolving landscape of cybersecurity threats and best practices.



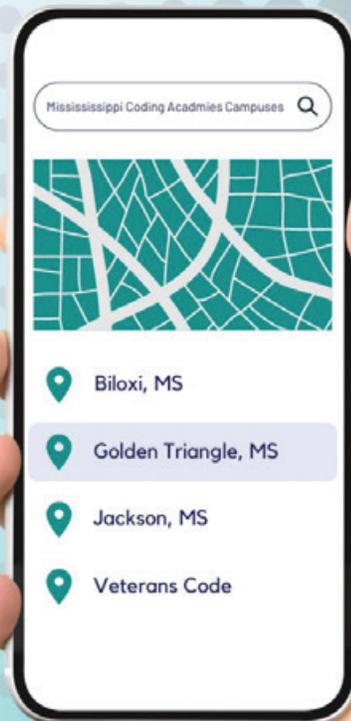
The Golden Triangle campus certified 15 full-stack junior coders (pictured below) during a recent graduation. Congrats to Joseph Rutherford and Rachel Olivieri for landing jobs at Amazon and Conduent, respectively.



Mississippi Coding Academies

Offers in-person and remote classes at no cost to you

Now Accepting Applications



Joseph Rutherford, a graduate of the MCA GTR campus, has achieved a remarkable milestone by securing employment with Amazon as an Area Manager/IT. This achievement not only reflects Mr. Rutherford's dedication and hard work but also underscores the effectiveness of MCA's training programs in preparing students for lucrative and impactful careers in the tech industry.

Mr. Rutherford's accomplishment is a source of pride not only for him but also for MCA and the entire Mississippi tech community. It demonstrates that with the right training and determination, MCA graduates can excel in prominent roles at globally recognized tech companies like Amazon, contributing to the growth and innovation of the tech industry in Mississippi and beyond.

Meridian Community College (MCC)

MCC continued impressive work with a grant for its Utility Lineman Training Program during PY22. Twenty-two students enrolled during the fall semester and thirteen of the twenty-two had job offers immediately upon completing the training.

MCC tracks the students who participated during the entire grant period. The PY21 completers are employed with earnings between \$15 - \$30 per hour and the same is expected for the PY22 completers.

The training program remained a non-credit, workforce training program for PY22, but will transition to a for-credit, Career and Technical program, effective August 1, 2023.

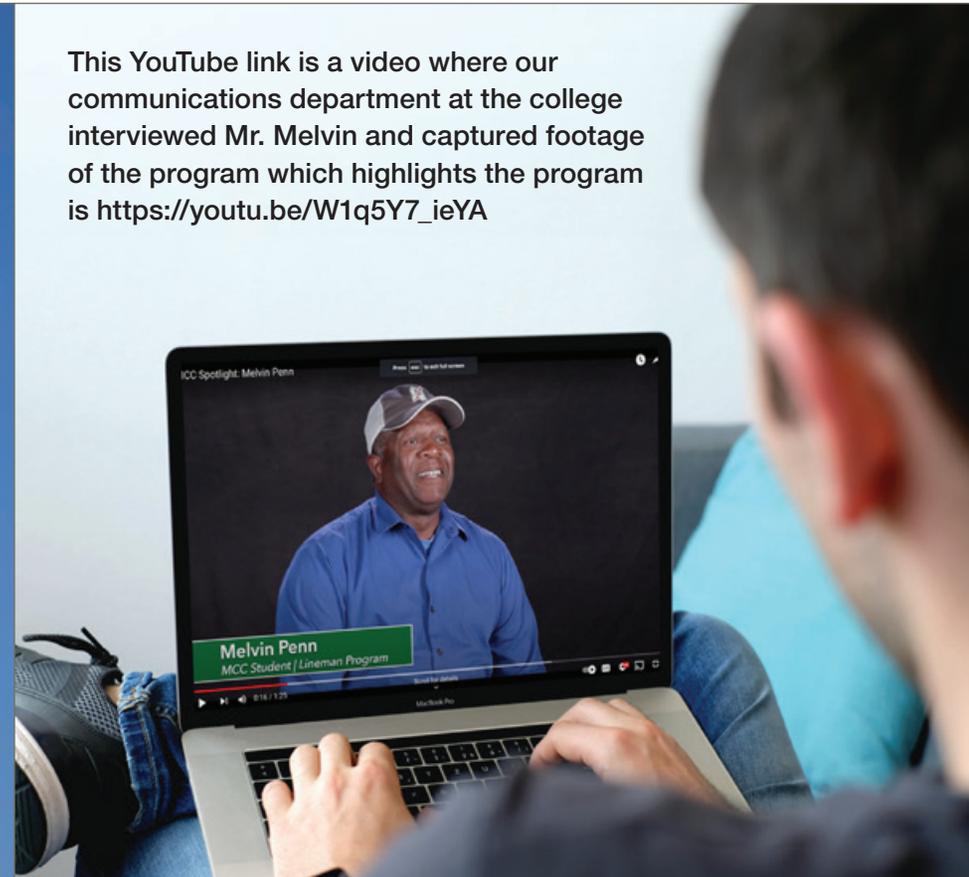


While MCC has had numerous successes with the students who have enrolled in the Lineman program, Melvin Penn deserves to be highlighted. He completed the utility lineman program in December, 2022, at the age of 63. Mr. Penn came to MCC seeking a career change after spending the last 25 years in road construction. While others his age were retiring, that was not what he wanted. He heard about the Lineman Program at MCC and thought that would be a good fit for him. He enjoyed working outside and wanted a new challenge, so he returned to school with the support of his wife.

Mr. Penn's performance in class earned praise from his instructors and he was awarded the Leadership Award at graduation. He accepted a position with Petty Line Construction after completing the program and is loving his new job.



This YouTube link is a video where our communications department at the college interviewed Mr. Melvin and captured footage of the program which highlights the program is https://youtu.be/W1q5Y7_ieYA



Golden Triangle Planning and Development District (GTPDD)

During PY22, GTPDD was able to expand their Gateway Program with Governor's Discretionary Funds. The purpose of the Gateway In-School Program is to guide, motivate, support, counsel, encourage, and prepare the youth as they make the transition to the workforce world. It is a WIOA work training program administered in the Appalachian counties of Choctaw, Clay, Lowndes, Noxubee, Oktibbeha, Webster, and Winston counties. The GTPDD program population consists of juniors and seniors enrolled in the local career tech centers who meet WIOA eligibility requirements and have a desire to increase their employability skills. These eligible students attend 6 hours of essential job skills training and are offered 100+ hours of paid internship experience. They also receive a minimum of 12 months follow-up after active program completion to assure that they stay on a positive path of continuing their education, attaining employment, or enlisting in the military. WIOA staff assist in developing a career plan to help them reach their goals step by step and offer needed support and guidance along the way.

Golden Triangle Planning & Development District, Inc.

Shaniya Snell joined the Gateway Program in the spring of 2023.

She was a senior at Noxubee County Career and Technology Center and lived in Noxubee County with her mother. Ms. Snell had no work experience before joining the Gateway Program. During orientation she said that she wanted to participate in the program to gain work experience and have the opportunity to earn her own money. After successfully completing essential job skills classes, Ms. Snell interned with Noxubee Regional Medical Center, where she learned various clerical and administrative skills. She received excellent evaluations from her immediate supervisor and the HR director, "She was punctual, dependable, and hard-working." Because of Ms. Snell's work ethic and performance, Noxubee Regional Medical Center would like to host more interns from the Gateway Program.

Through the Gateway Program, Ms. Snell learned by participating in job skills classes, gained valuable work experience, and now understands what employers expect from employees.

Ms. Snell is continuing her education at East Mississippi Community College and looks forward to a bright future.



Goodwill Industries of Mississippi

The mission of Goodwill of Mississippi (Goodwill) is to transform lives through lifelong learning and meaningful work.

During PY22, Goodwill served Mississippians with two Governor's Discretionary Grants. The continuation of the PY21 grant funded the first half of the year by serving adults while the PY22 grant served youth during the second half of the year.

In the first half of PY22, Goodwill provided a training program for adults needing a "hand up" to employment. These services were available to the public with a focus on individuals with disabilities, formerly or currently incarcerated, single parents, and individuals unemployed or underemployed. These services included Digital Skills Training, Virtual Reality Career Exploration, and Vocational Assessments.

Digital Skills Training offered 15 classes in basic computer skills. Participants chose which classes to complete, and a certificate was awarded for successful proctored completion.

Virtual Reality Career Exploration assisted in the exploration of potential careers. Participants could virtually explore and perform over 300 simulations for various careers. Vocational Assessments were completed to assist in determining interests, aptitude, and abilities for areas of career interests.

This program was extremely successful, touching almost 600 individuals needing assistance and providing over 4,850 needed services to them during a full program year.

During the spring semester, Joseph was one of the participants in the Customer Service Skills class at Brandon High School. He was a very attentive student but appeared to also be quiet and very reserved throughout the first several weeks of class. However, as time went on, Joseph became a more active class member who seemed eager to participate in all the various class activities. There was a definite level of increased confidence exhibited in his overall demeanor as a class contributor.

Upon completion of the class, Joseph successfully received a passing score on the final, which is a nationally recognized customer service skills examination. He graduated from Brandon High School and was accepted into an internship program at the University of Mississippi Medical Center, potentially giving Joseph an eventual source of income along with state benefits.

A man in his 50s, Stanley, had been employed at a food-canning plant for decades. He was a line worker and recently the plant was experiencing a decline in productivity and lay-offs were becoming more frequent. He felt anxious and concerned about his future, so he decided to volunteer for the night shift at the plant so that he would have the time after work to attend digital skills training. He completed the course and, with these new skills, was able to apply for and was promoted to the management team at the plant. His determination and hard work, together with the skills that he learned, not only gained him a promotion and increased income, but also job security!

The second half of PY22 saw a shift from providing services to adults to assisting high school students. A pilot project was started with Brandon High School in Rankin County. Virtual Reality Career Exploration is now offered to students in College and Career Prep classes. This service is a perfect addition to current classroom lectures. Students can supplement what is learned in class by virtually performing the careers being discussed through one of the 300 simulations in Manufacturing, Construction, Automotive, Aviation, Diesel, Electrical Construction, Hospitality and Tourism, and Healthcare.

Additionally, as part of this pilot program, Goodwill offered a national certification in Customer Service Skills special education students at Brandon High School. This certification is recognized by numerous businesses, allowing these students an advantage over other applicants for career placement. This national certification requires hours of class time provided by an instructor from Goodwill and the passage of a proctored exam.



MISSISSIPPI APPRENTICESHIP PROGRAM (MAP)



The Mississippi Apprenticeship Program (MAP) works with community college and industry partners across the state to strengthen the workforce and provide more opportunities for Mississippians to participate in apprenticeship programs. These programs represent a variety of fields, such as manufacturing, transportation and logistics, energy and utilities, banking and finance, and more, that enable our state's residents to earn a living wage while learning a new skill that could lead to a meaningful career.

As a part of these efforts, MAP ensures people of diverse backgrounds learn about and take advantage of these programs across the state. We want to attract more businesses, industry, and community college partners to apprenticeship so that, regardless of their backgrounds, Mississippians have a chance to earn a family-sustaining wage. At the same time, they learn a new trade or profession.

VISIT OUR WEBSITE
[MSAPPRENTICESHIP.WORKS](https://msapprenticeship.works)

OUR IMPACT

APPRENTICES IN MISSISSIPPI

JULY 2022 – JUNE 2023

1,709

TOTAL APPRENTICES
AS OF JUNE 30, 2023

65

VETERANS
AS OF JUNE 30, 2023

944

PEOPLE OF COLOR
AS OF JUNE 30, 2023

585

FEMALES
AS OF JUNE 30, 2023





New Mississippi Apprenticeship Program Partners

The following companies have launched registered apprenticeship programs in partnership with MAP and local community colleges during the 2022 Program Year. These outstanding companies are helping to create opportunities for Mississippi residents to earn money while learning a new skill or career path. The On-the-Job Training provided by apprenticeship programs often leads to a long-term, meaningful career, or career advancement.

Essential Health Careers Jackson, MS:
Certified Nursing Assistant

Goal Line CDL Training LLC Pearl, MS:
Heavy and Tractor-Trailer Driver

Gulfship Gulfport, MS: Shipfitting /Ship
building, Pipefitting, Welding, and Electrical

iStaffing Batesville, MS: Industrial
Engineering Technologist & Technician

MagCor Jackson, MS: Welding

Minshew General Construction Brandon,
MS: Construction Laborer

**Mississippi Department of Employment
Security** Jackson, MS: Computer User
Support Specialist

Northtown Pharmacy Jackson, MS:
Pharmacy Technician

Plumbers & Pipefitters Local 568
Gulfport, MS: Plumber, Pipefitter, Welder,
HVAC Technician

Praying Handz Pinola, MS: Preschool
Teacher, Except Special Education/Teaching
Assistant, Preschool, Elementary, Middle &
Secondary School, Except Special Education/
Childcare Worker

Raytheon Technologies Forest,
MS: Electrical & Electronic Engineering
Technologist & Technician

School of Champion Itta Bena, MS:
Childcare Worker

Singing River Health Systems
Pascagoula, MS: Surgical Technologist/LPN
& LVN/Nursing Assistant/Medical Assistant/
Medical Equipment Preparer/Phlebotomist



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY



Plumbers & Pipefitters Local 568
Gulfport, MS: Plumber, Pipefitter, Welder,
HVAC Technician



GOAL LINE CDL TRAINING LLC
SINCE 2021



iStaffing
Services LLC
Global reach, local fulfillment.



Singing River
Health System



Raytheon
Technologies



NORTHTOWN
PHARMACY



SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2022, and September 30, 2023. Approximately 279 veterans were served under the JVSG program. Of the veterans served, 265, or 95.0%, were given individualized career services.



Integration

Disabled Veterans Outreach Program (DVOP) Specialists funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and other covered persons.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial basic career services and refer veterans/eligible spouses with barriers to the DVOP Specialist for individualized career services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members on the MDES Business Services Team participating in business development activities, employer outreach efforts, and in developing jobs

for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

Priority of Service

Veterans and eligible spouses (Covered Persons) are given priority of service for the receipt of employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. They make each individual aware of their entitlement to priority of service, available programs and services, and eligibility requirements for those programs or services.

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Mississippians who are at least 55 years of age, unemployed, and have a family income of no more than 125% of the federal poverty level. Enrollment priority for the program is given to veterans and qualified spouses, then to individuals who are over age 65, have a disability, have low literacy skills or limited English proficiency, reside in a rural area, are homeless or at risk of homelessness, have low employment prospects, or have failed to find employment.

The major objective of the program is to eliminate as many barriers to employment for older Mississippians as possible and allow them to re-enter their local workforce and obtain permanent, unsubsidized employment. By providing subsidized, part-time work experience for a limited time through community service at non-profit and public organizations, seniors obtain the skills necessary for permanent employment.



This training serves as a bridge to unsubsidized employment opportunities for participants



“Mrs. Becky McCray is a wonderful worker and a great example of what the program and group overall represents. She goes above and beyond, and we are extremely happy to have her as a part of the R3SM family. She is interactive with the clients and community members who visit our facility.

Mrs. McCray is eager to learn about the work that our organization participates in within the community. I was excited when she was able to visit a volunteer group on the site of a rebuild for a client who lost her home due to the tornado. It really brought everything full circle on how the work that she is doing in partnership with R3SM is positively impacting lives.

We appreciate her calm demeanor even when some of our clients may be frustrated or just need someone kind to speak to them. Her work does not go unnoticed by those who are here in the building.

She also works well in conjunction with the other organizations that partner with R3SM. Although we own and operate our main building in Hattiesburg, there are several other companies who utilize the facilities to operate. She is a good representative dealing with clients, community members, and partner organizations.

It gives me great joy to work with Mrs. Becky and to see her grow professionally and personally.

Thank you for allowing us to work with the SMPDD Senior Community Service Employment Program, and we appreciate the diligence of Mrs. McCray.” — Mavis A. Creagh, Executive Director of Recover, Rebuild, Restore SE MS (R3SM, Inc.)

TITLES I & III: WORKFORCE SERVICES



Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network (WIN). These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During Program Year 2022, over 38,800 participants were served under Wagner-Peyser utilizing \$7,738,175 at a cost of \$199 per participant.

Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and our workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

Access to Office Equipment

Customers have free access to computers, telephones, fax machines, and photocopiers to aid them in their job search.

Working with Businesses

Businesses operating in Mississippi or considering a move to the state will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services all at no cost to businesses and workers.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and training opportunities to help businesses.

Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time, and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are referred.
- Provide access to federal funding for programs.

Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160

hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

- Refer businesses and job seekers to training programs that support human resource departments.
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading.

Other Services

- Provide businesses with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs and closures.



Effectiveness In Serving Employers DURING PROGRAM YEAR 2022

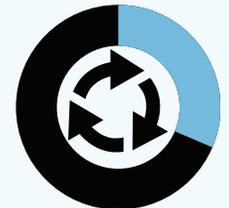


The Employer Penetration Rate was

7.53%

and the Repeat Business Customers Rate was

28.15%

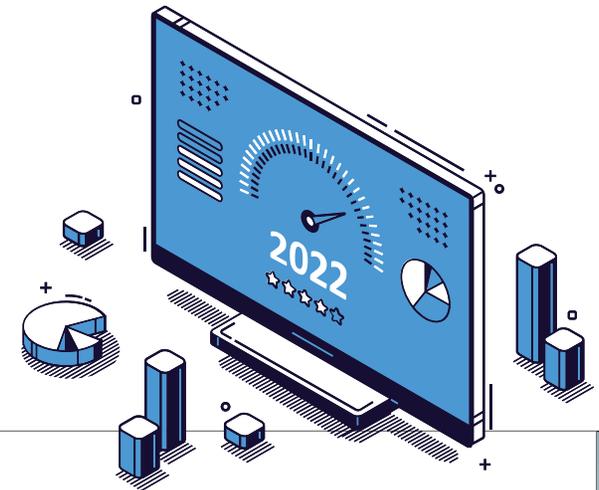


The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot.

EMPLOYMENT SERVICES

PY 2022 Performance Information

The following tables show attainment rates on each performance measure for the state as a whole. Each year, Mississippi negotiates attainment rates on each common performance measure with the U. S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



MISSISSIPPI STATEWIDE PERFORMANCE

STATEWIDE REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	84.4%	90.0%
Adult Employment Rate 4th Quarter After Exit	80.9%	89.4%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$7,699
Adult Credential Attainment Rate 4th Quarter After Exit	65.5%	73.4%
Adult Measurable Skill Gain	55.6%	71.6%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.5%	79.5%
Dislocated Worker Employment Rate 4th Quarter After Exit	73.7%	79.3%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,763	\$6,868
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	70.0%	76.6%
Dislocated Worker Measurable Skill Gain	55.5%	69.3%
Youth Employment Rate 2nd Quarter After Exit	80.2%	88.3%
Youth Employment Rate 4th Quarter After Exit	80.1%	85.7%
Youth Credential Attainment Rate 4th Quarter After Exit	71.2%	71.6%
Youth Measurable Skill Gain	57.6%	74.7%
Youth Median Earnings 2nd Quarter After Exit	\$2,958	\$3,390
Wagner Peyser Employment Rate 2nd Quarter After Exit	71.0%	80.4%
Wagner Peyser Employment Rate 4th Quarter After Exit	69.2%	78.8%
Wagner Peyser Median Earnings 2nd Quarter After Exit	\$4,386	\$5,981

APPENDIX A

Title II, Title IV, and Mississippi Department of Human Services

Title II: Adult Education

To support the strategic vision and goals of Mississippi’s WIOA Combined Plan, the Office of Adult Education has made strides as it continues to serve the needs of the most disconnected population – those without a high school equivalency diploma or its equivalent. **The goals of the Office of Adult Education are to:**

- Improve Educational Opportunities by Scaling Effective Models and Strategies Across the State
- Increase Postsecondary Transitions and Credential Attainment
- Strengthen College and Career Readiness for Adult Learners
- Develop Multi-Level Career Pathways Options



Critical Components in WIOA Title II

HIGH SCHOOL EQUIVALENCY DIPLOMA	Adult education provides services to students in all 82 counties through face-to-face, online, or hybrid instruction. Instruction is provided for adult basic education, adult secondary education, and English as a Second Language (ESL). There are four (4) options for earning your high school equivalency diploma: GED, HiSET, Competency-Based Diploma, and Total Transcript. All diploma options are recognized by employers, licensing bureaus, and institutes of higher learning as the equivalent of a high school diploma.
SMART START	Smart Start focuses on essential skills individuals need to obtain and retain middle skill employment, such as Mississippi’s labor market information, employer expectations, and industry recognized credentials. Receiving the Smart Start Credential, which includes the National Career Readiness Certificate, verifies an individual possesses the essential skills needed for workplace success.
MIBEST	The Mississippi Integrated Basic Education and Skills Training (MIBEST) program is a workforce and economic development initiative that moves low-skilled, non-credentialed Mississippians from the economic sidelines into careers earning family-sustaining wages. This accelerated approach allows an individual to enroll in training or college without a high school diploma.

During program year 2022-2023, Title II adult education programs served **6,430** PARTICIPANTS with **1,586** receiving their high school equivalency diplomas.

Smart Start

Since July 1, 2022, 4,036 participants enrolled in the **Smart Start Pathway Course**, a program preparing students for middle-skill jobs while helping them learn and practice good work habits.

Out of the 4,036 participants, 3,288 of those reflect on the National Reporting System’s (NRS) Table 4 with an overall performance of 61 percent Measurable Skill Gains, far exceeding the state’s overall goal of 52 percent.

Out of the 3,288 reporting on Table 4:

Attained a Secondary School Diploma (HSE)	856
Achieved at Least One EFL Gain	1,156
Enrolled in PS Ed/Training	329
Enrolled in Integrated Education & Training	248
Attained a PS Ed/Training Credential/Certificate	200



MIBEST combines occupational skills training and academic skills instruction to accelerate the career advancement of participants.

Top pathway programs in adult education:

- Welding
- Certified Nursing Assistant
- Healthcare Data Technology
- Business Administration & Management
- Cooking & Culinary Arts
- Heating, Ventilation, and Air Conditioning
- Commercial Truck Driving

Outcomes for PY 2022 are as follows:

Participants Served	325
Smart Start Training	241
HSE Attainment	101
Received Industry Recognized Credential	195
Completed 6+ Hours of College Credit	66
Earned NCRC	199



During program year 2022-2023, the OAE continued to oversee the online high school equivalency diploma program, **eDULT**, which served 114 participants.

Out of the 114 participants:

Attained High School Equivalency Diploma	15
Achieved at least one EFL Gain	22
Passed one or more components of HSE (GED/HiSET)	37

With the assistance of MCCB's eLearning & Instructional Technology Department, the OAE transferred the eDULT curriculum to each local adult education program to implement July 1, 2023.



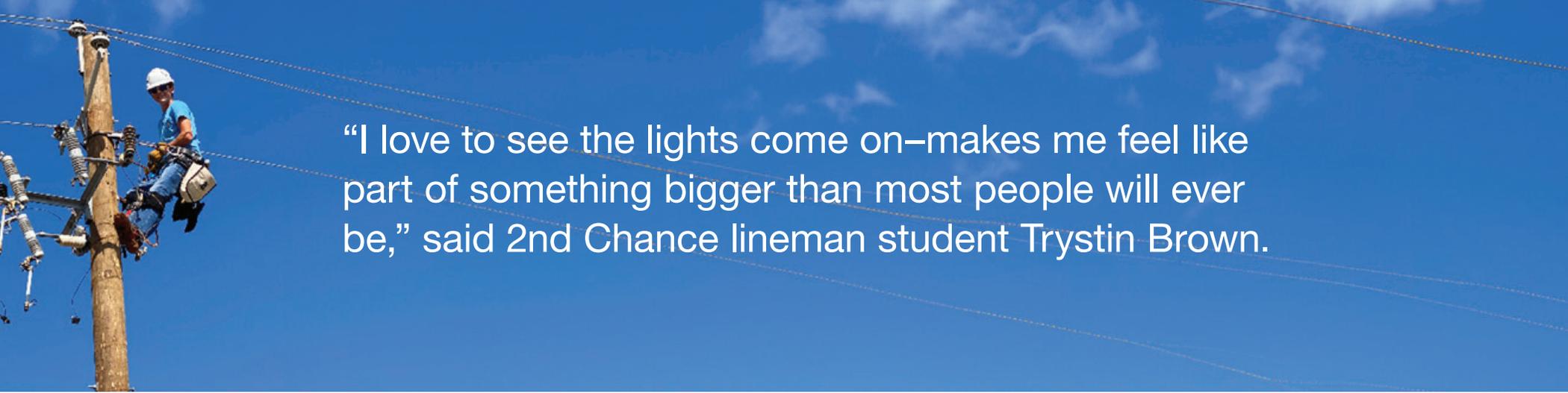
The OAE provided professional development through webinars and face-to-face training during PY 2022.

The **Skills2Strive4** course, created to house all statewide webinar recordings, provided online professional development opportunities for over 280 adult education faculty/staff on topics such as, but not limited to: digital literacy, GED, wrap around services, IET in corrections, employer engagement, serving diverse populations, and transitions.

Examples of face-to-face trainings provided:

- Smart Start Training
- English as Second Language
- New Teacher Academy
- LACES Training
- Director's Retreat





“I love to see the lights come on—makes me feel like part of something bigger than most people will ever be,” said 2nd Chance lineman student Trystin Brown.

Mr. Brown dropped out of high school because he was bored and wanted to find a job to earn a living. The sequence of events that transpired after that led him to a career he has become passionate about.

Wanting better job quality opportunities, Mr. Brown knew he’d have to earn his High School Equivalency (HSE) first. He enrolled in Jones College and was surprised how the faculty and staff challenged him to think of other possibilities while in the program, such as attending short-term training while attaining his HSE.

“My brother is a lineman. I was always interested in that as a career, but I didn’t realize they offered it here,” said Mr. Brown. The staff at the Jasper County Center worked with Mr. Brown to ensure he could manage the adult education classes and the lineman course to achieve all the goals he had set for himself. He chose the online option to complete the HSE, so he could attend the lineman courses during the day.

Mr. Brown has one section to complete, math, to earn his HSE. Once he passes math, he’ll add that to the list of the other credentials he’s earned since enrolling in adult education. He received the line worker certification at the end of the lineman program in April; the NCRC, a nationally recognized credential in the industry; his CDL; OSHA 10; and NCCER Core.

Mr. Brown is excited about starting his career as a lineman and is grateful to Jones for the opportunities he has been given. He stated, “They’ve treated me like family since I first came to the Jasper County Center. They’ll take care of you.”



For more stories like Mr. Brown’s or to learn about adult education’s various initiatives, visit www.skillupmississippi.com.

Title IV. General Vocational Rehabilitation and Vocational Rehabilitation for the Blind

Office of Vocational Rehabilitation (OVR) assists eligible individuals with disabilities, and the Office of Vocational Rehabilitation for the Blind (OVRB) assists eligible individuals who are Blind, Deaf-Blind and Visually Impaired, to obtain, retain, or advance in competitive integrated employment (careers) that are consistent with the individual's unique employment factors – strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation (VR) begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an Individualized Plan for Employment (IPE) that outlines the employment objective and the VR services required to meet the employment goal.

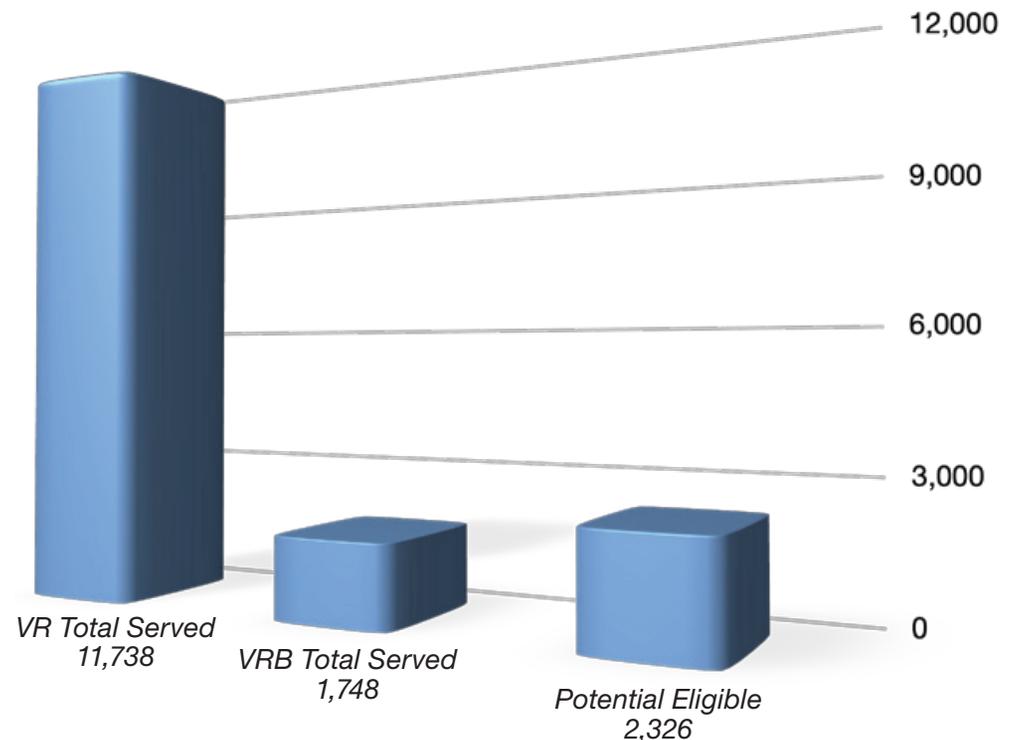


The following categories of Vocational Rehabilitation Services are available to assist the individual with a disability in preparing for, obtaining, retaining, advancing in an employment outcome that is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

PRE-EMPLOYMENT TRANSITION AND TRANSITION SERVICES

Pre-Employment Transition Services (Pre-ETS) and Employment Transition Services (ETS) for potentially eligible and eligible students with disabilities include Job

Exploration Counseling, Work-Based Learning Experiences, Counseling on Enrollment in Postsecondary Training Opportunities, Workplace Readiness Training, and Instruction in Self- Advocacy including Peer Mentoring. OVR/OVRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school life to employment or training. Those served include: Potentially Eligible students with disabilities – 2,326; OVR Transition Students – 2,733; OVRB Transition students – 96. OVR/OVRB also provided several Pre-ETS Training Programs and Transition boot camps around the state.



CAREER SERVICES

Career Services include but are not limited to, VR Counseling and Guidance, Assessment, Diagnosis and Treatment of impairments, Job Prep/Job Search, Job Placement, Short-Term Job Training, Assistive Technology, Benefits Counseling, and Supported Employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the ultimate goal of getting and keeping a job. In PY 2022, over 9,763 individuals received career services.



TRAINING SERVICES

OVR/OVRB purchases vocational and other training services for eligible individuals with disabilities who require additional knowledge or skills to enter employment that is consistent with their aptitudes and ability, and compatible with their physical or mental impairments. Vocational and other training services include personal and vocational adjustment training, orientation, and mobility for individuals with blindness, academic training, vocational training, or training services in an institution of higher education (universities, colleges, community or junior colleges, vocational schools, technical institutes, or hospital schools of nursing or any other postsecondary education institution). 2,115 individuals received VR Training Services in PY 2022.



MEASURABLE SKILL GAINS/CREDENTIAL ATTAINMENT

In PY 2022, 2,115 individuals were enrolled in an Education/Training program. 1,632 individuals received a measurable skill gain at a rate of 76.4%. 38.7% attained a recognized credential.



SUPPORTED EMPLOYMENT

Supported Employment program assists individuals with the most significant disabilities who require intensive ongoing support services to prepare for, obtain, maintain, and/or regain competitive integrated employment. Each MDRS district has a Supported Employment Team consisting of a specialized VR/SE Counselor, Vocational Training Instructor, and Counselor Assistant who manages the day-to-day case service work for our consumers. The VR/SE Counselor and Vocational Training Instructor oversee the work of Job Skills Trainers who provide one-on-one training assistance on site to our consumers. During PY 2022, 651 most significant individuals received Supported Employment services; 89 attained successful employment outcomes.



DEAF AND HARD OF HEARING SERVICES

OVR provides services to individuals who are Deaf, Hard of Hearing, or Late-Deafened to assist them in obtaining, retaining, or advancing in employment. Rehabilitation Counselors for the Deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goal.

Interpreting services are provided remotely through online platforms such as Zoom, Microsoft Teams and FaceTime as well as in-person. OVR Deaf and Hard of Hearing services served 3,308 individuals; 1,393 individuals obtained retained, regained or advancement in employment in PY 2022.

PROJECT SEARCH

The Project SEARCH Program is a unique, business-led, nine-month employment preparation program that takes place entirely at the workplace. Up to 12 students with disabilities experience total workplace immersion, classroom instruction, career exploration, and hands-on training through three different worksite rotations. The goal for each participant is competitive employment. To reach that goal, the program provides real-life work experience combined with training in employability and independent-living skills to help young people with significant disabilities make successful transitions to productive adult life.

211 individuals with disabilities have graduated from Project SEARCH Mississippi since Project SEARCH UMMC launched in August 2018. 161 of those individuals have gained employment. There are 6 graduates participating in a paid internship that hopefully will lead to employment.

129 interns will be participating in Project SEARCH across the state and will graduate in May of 2024.



C A R E E R S





Mississippi Department of Human Services (MDHS)

The Mississippi Department of Human Services (MDHS) involvement in the Mississippi WIOA Combined State Plan has established workforce partners that provide employment and training services opportunities for Mississippians.

While there are many challenges that our Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients face, MDHS knows that academic credentials, higher skill levels through education, work experience, and training accompanied by supportive services are a vital part of achieving success. The TANF Work Program and Employment & Training (E&T) programs are helping Mississippians become self-sufficient and gain employment and provide for their families. MDHS continues to see success stories made possible by our partnerships and programs that directly impact the Mississippi workforce.



Supplemental Nutrition Assistance Program (SNAP) E&T



The Skills2Work (S2W) program engages a network of partner organizations to help SNAP recipients gain skills and find work that moves them toward self-sufficiency. S2W participants have access to education, training, and support to help them enter or move up in the workforce. These programs also help reduce barriers to work by providing support services like transportation and childcare as participants prepare for and gain employment.



Hinds Community College (Hinds CC) offers career/technical programs, workforce skills training, Adult Education and Smart Start classes. Skills2Work participants also have access to wrap-around services that help eliminate barriers to completion.



The Refill Jackson Initiative (Refill) offers education/vocational training and work experience to Skills2Work participants in Hinds, Rankin, and Madison counties through nine weeks of classroom instruction, work experience, and additional support services. Refill addresses barriers to employment while helping participants build the long-term skills they need.

Temporary Assistance for Needy Families (TANF) Work Program

The TANF Work Program is a workforce development and training program designed to help needy families achieve self-sufficiency through employment and training activities.

The program provides supportive services such as assistance with childcare and transportation stipends to help adults in the family prepare for employment.



Gregory Greenwood was sentenced to life without parole after being convicted of homicide at the age of sixteen.



In September 2021, Mr. Greenwood was paroled after serving 25 years in prison. Following his release, Mr. Greenwood entered the Hinds County Reentry Program and graduated from the program in November 2021. Shortly after the reentry program ended, Mr. Greenwood began his education at Hinds CC. He met Ms. Mitzi Thomas, the Skills2Work Program Director, who became a valuable resource that helped Mr. Greenwood pursue his dream of becoming a welder.

Mr. Greenwood became a Skills2Work student in January 2022 and graduated in May 2023. Mr. Greenwood states that because of the Skills2Work program and his SNAP benefits, he could attend school, put food on the table, put gas in his car, and achieve his goals of graduating with his associate degree. Since completing the program, Mr. Greenwood has become an adjunct instructor at the Hinds CC teaching Welding and Cutting technologies. He has goals of becoming a full-time Welding Instructor and an instructor in Understanding the Consequences of Criminal Activity. Mr. Greenwood co-founded the non-profit organization Brothers Organizing Safe Streets with his brother, Calvin Greenwood. Their goal is to have a positive impact on the community and devise ways to inspire those at risk of committing crimes to rise above their circumstances and become productive members of society. Mr. Greenwood has also written several books, “LoveLockedAway,” “Understanding the Consequences of Criminal Activity,” and “10 Keys of Overcoming Recidivism.” month, Mr. Greenwood presented his story and successes at the American Public Human Services Association Conference in California. He is pictured below with Ms. Mitzi Thomas of Hinds CC, Skills2Work Program Director.

APPENDIX B

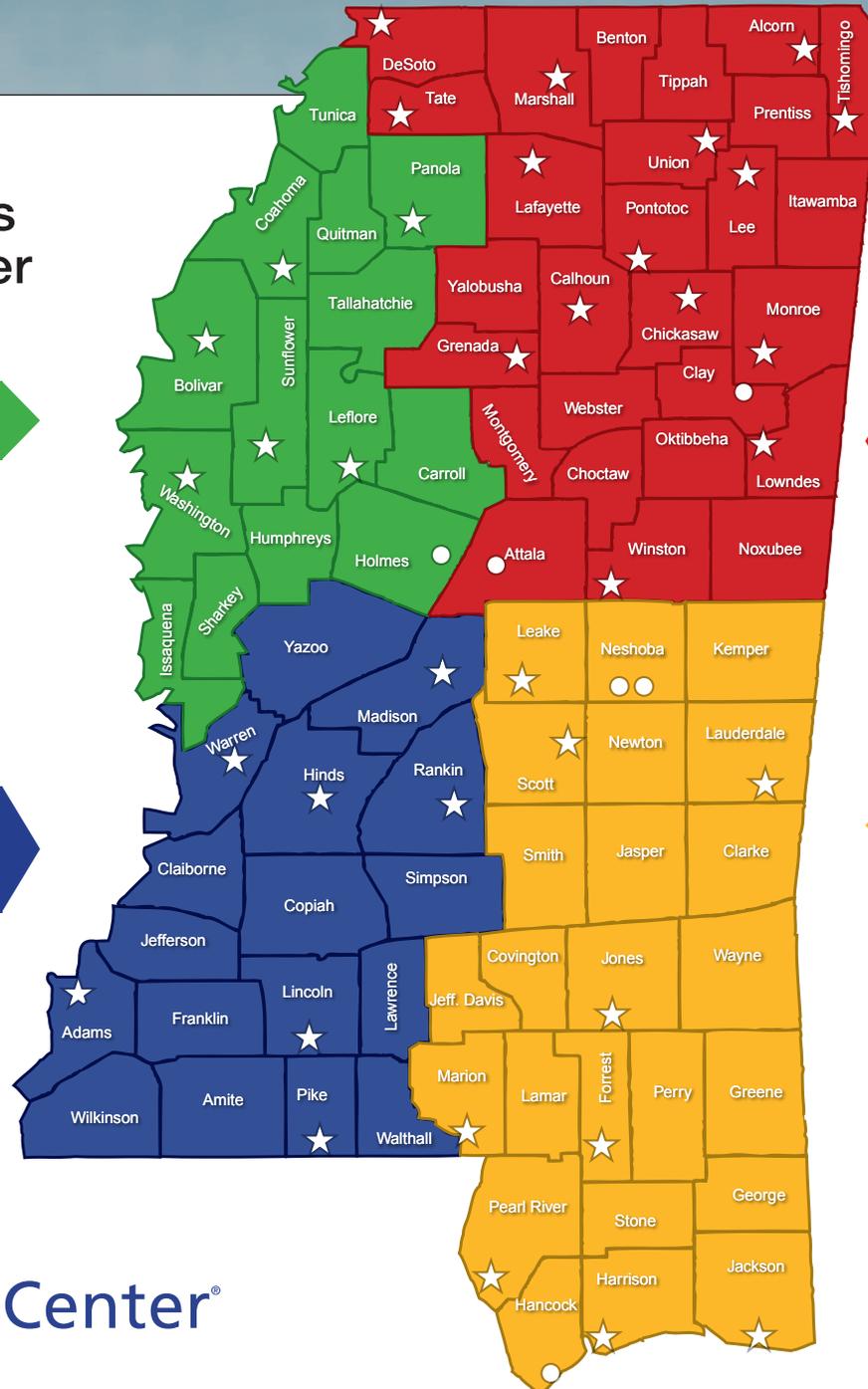
Local Workforce Development Areas and WIN Job Center Locations

Delta

Mitzi Woods, WIOA Director
 1427 S. Main Street, Suite 147
 Greenville, MS 38701
 Phone: 662-335-6889
 Fax: 662-332-5175
 Email: mwoods@sdpdd.com

Southcentral Mississippi Works

Robin Parker, Workforce Director
 1020 Centre Pointe Boulevard
 Pearl, MS 39208
 Post Office Box 4935
 Phone: 601-981-1511
 Email: rparker@cmpdd.org



The Mississippi Partnership

Terry Treadaway, WIOA Director
 Post Office Box 690
 75 South Main Street
 Pontotoc, MS 38863
 Phone: 662-489-2415
 Fax: 662-489-0958
 Email: ttreadaway@trpdd.com

Twin Districts

Allison Hawkins, Director of Economic Workforce Development Division
Patricia Morrison, Economic Workforce Manager
 10441 Corporate Drive, Suite 1
 Gulfport, MS 39503
 Phone: 228-868-2311
 Email: ahawkins@smpdd.com, pmorrison@smpdd.com

WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov



South Delta Planning and Development District

Overview

South Delta Planning and Development District (SDPDD) has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

Six staff members support the activities of the DWDA Board in planning and coordination; rapid response activities; management information systems; contract management; small business development/entrepreneurial/self-employment, fiscal accountability; monitoring activities and administration of adult, dislocated worker, and youth programs.

INTERESTING FACT

July 18, 2012 – Greenville, Mississippi designated the Hot Tamale Capital of the World.

Catfish may top the list of the Delta's best-known foods, but a much different culinary staple isn't far behind. Hot tamales – savory meats and spices wrapped in corn husks – have been satisfying hungry patrons at restaurants, roadside stands and kitchens from Vicksburg to Tunica for more than 100 years.

Since the designation, the Delta Hot Tamale Festival, a fun-filled three-day event, is held each year in October. It celebrates local and regional artists, musicians and tamale makers as well as some of the South's most influential chefs and artists. The Delta Hot Tamale Festival in Greenville is quickly becoming the state's best "don't miss" food event.

WIN Job Center Locations

Batesville

662-360-1236
325 Lakewood Drive
Batesville, MS 38606

Clarksdale

662-624-9001
236 Sharkey Ave., 3rd floor
Federal Building
P.O. Box 640
Clarksdale, MS 38614-0640

Cleveland

662-843-2704
119 N. Commerce Ave.
P.O. Box 1750
Cleveland, MS 38732-1750

Greenville

662-332-8101
800 MLK Blvd., Suite C54
Greenville, MS 38701

Greenwood

662-459-4600
812 W. Park Ave.
P.O. Box 554
Greenwood, MS 38935-0554

Indianola

662-887-2502
226 N. Martin Luther King Drive
P.O. Box 963
Indianola, MS 38751-0963

Lexington

662-834-2426
303 Yazoo Street
Lexington, MS 39095



Training efforts are coordinated with businesses; the four community colleges in the DWDA; the Mississippi Community College Board; the Mississippi Development Authority; the Mississippi Department of Employment Security (MDES); the Mississippi Office of Apprenticeship at MDES; Accelerate MS; Delta Council; local and regional economic development organizations; and other state, local, and private entities to ensure the best use of the funds.

The following training services are provided to adults, dislocated workers, and youth in the DWDA. These include Customized Training, Internships, Externships, On-the-Job Training, Apprenticeships, Work Experience, Work Readiness Training, and Individual Training Accounts. This coordination of funds helps to reduce duplication and leverages existing resources for similar training needs.

The Greenville WIN Job Center (WJC) is the comprehensive center for the Delta. WIOA core partners physically housed in the Greenville WJC include MDHS, MDRS, Adult Education, and MDES. All other WJCs in the Delta are affiliate centers. The WJC located in Batesville is operated by Northwest MS Community College and the WJCs in Clarksdale, Cleveland, Greenwood, Indianola, and Lexington are operated by MDES.

WIOA services were provided through subgrants with the following agencies and organizations:

- Bolivar County Community Action Agency (BCCAA)
- Coahoma Community College (CCC)
- EMI Staffing
- Mid-State Opportunity, Inc. (MSO)
- MDES
- Mississippi Delta Community College (MDCC)
- Mississippi Hospital Association (MHA)
- Northwest MS Community College (NWCC)
- Sunflower-Humphreys Counties Progress, Inc. (SHCPI)
- Warren, Washington, Issaquena, Sharkey Community Action Agency (WWISCAA)

Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts at the DWDA, including all combined plan partners, through referrals to the various programs offered.



Coordinated efforts are made to provide services to specific populations served by plan partners using braided funding from various sources.

The DWDA works with all four community colleges in the service area to provide training for in-demand occupations such as the industry-recognized apprenticeship program (AMP) with NWCC; and MDCC's lineman training program and fiber construction training program. DWDA also works with area high schools in testing career and technical students in WorkKeys to attain the ACT National Career Readiness Certificate (NCRC), which helps the students begin to see a career pathway.

All efforts by the DWDA staff are geared towards creating a workforce ecosystem where everything is aligned to ensure that all Deltans have the opportunity to be work or career ready to support themselves and their families.

Youth Services

The DWDA entered its second year of the WIOA in-school youth program to offer an array of occupational skills training. Seventeen participants were enrolled at MDCC's Capps Technology Center. As a result, 10 obtained a welding certificate and seven obtained a CDL permit certificate with a successful completion rate of 100%.

All participants earned their high school diplomas and are prepared to continue on a career pathway to include postsecondary education.

OUT-OF-SCHOOL

The DWDA continued with the implementation of the local strategic plan for out-of-school youth; by serving 416 out-of-school participants of which 221 were newly enrolled and 195 received follow-up services. Many of the out-of-school participants enrolled in training related to the DWDA target sectors, such as welding and healthcare, and went on to postsecondary education. To continue to highlight our target sectors, the DWDA collaborated with a healthcare training facility to provide pharmacy technology and medical assistant training to 20 out-of-school youth.



WIOA Youth and NDWG Coordinate to help Errick Clark, Jr.

Errick Clark, Jr. participated in the WIOA Work Readiness program in Sharkey County through WWISCAA, Inc. He successfully completed all of his coursework, was placed at the Treasure Chest as a store associate/stocker, and successfully completed 200 work hours @ \$10.00 per hour.

Unfortunately, on Friday, March 24th, his hometown was forever changed when a deadly tornado devastated Rolling Fork, population 1800. The majority of this population was displaced and remains so to this date, including WWISCAA's case manager and some of our WIOA participants, including Errick and his mom. The area was declared a state of emergency by the Governor and President, and its devastation was broadcast nationally.

Once recovery efforts began, he and his mom were hired through the National Dislocated Grant Worker Program, which assisted dislocated workers with temporary employment opportunities to assist with clean-up and recovery efforts in Rolling Fork. Errick was assigned to the Landscape Workers Debris Cleaning department. hand to his community. He remains employed to date.

This opportunity not only allowed him to recover personally and financially but also afforded him the chance to gain workforce experience and, more importantly to provide a helping hand to his community. He remains employed to date.

The DWDA provides **Small Business Development/Entrepreneurial/Self-Employment Training** to area residents and WIOA customers in accordance with the U.S. Department of Labor's (USDOL) TEGL12-10, "Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System." This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with Small Business loans, banks, and SDPDD's loan program.

During PY'22, the Delta's Small Business Developer provided counseling to 98 clients and had 13 loans approved through SDPDD, the CARES Act, banks, The Renaissance Community Loan Fund, and others totaling \$2.1 million. The Small Business Developer works closely with Communities Unlimited - referring applicants who may not qualify for any of SDPDD's loans - to their loan programs. As a result of the devastating tornadoes that hit the Delta and other parts of the state in late March 2023, six Sharkey County businesses received \$20,000 Federal Home Loan Bank of Dallas disaster grants for damage caused by the tornado.



TANF Workforce Training Employment Grant – Career STEP provides case management and workforce training services through Career STEP Navigators at NWCC, CCC and the Greenville, Greenwood, and Cleveland WJCs, to eligible individuals throughout the 14 counties. This program provided activities including Job Search, Smart Start, Internships, Career Coaching, Credit and non-Credit Training, WorkKeys Testing for the NCRC, and Supportive Services to eligible participants. Coordination and partnerships of this program with WIOA, Community Colleges, Adult Education, and others help to prevent duplication of services and enabled the DWDA to provide workforce services to more individuals.

Kamaria enrolled as an In-School Youth participant because of a partnership between WWISCAA-WIOA and Greenville Public School District. Her goal was to work in transportation and logistics in the US Air Force. She had spoken to a recruiter and had researched the types of jobs in the military. She shared that not many took her seriously because of a gender stereotype mindset when it came to the military and trucking.

Through our partnership with the CAPPS center, Kamaria received her CDL Certificate and graduated with honors from Greenville High School the following month. She has now graduated from basic training in San Antonio, Texas, and is moving forward toward her dream.





AccelerateMS – Grants from the MS Works Workforce Training Fund provided workforce training services, including On-the-Job Training (OJT), Internships, and Customized Training, totaling \$2.4 million for the following companies:

- Viking/Lynx Grills
- Blauer Manufacturing
- PeopleShores
- Delta Arts District
- Feuer Powertrain
- Baxter Healthcare
- Lockers Manufacturing,
- Inca Presswood

as well as a Multi-Company OJT grant to assist several companies in the Delta.

With additional funding from AccelerateMS, **20 Career Coaches** were deployed in Delta School Districts, an increase of 11 from the previous year. These coaches work with high school juniors and seniors to help them identify career pathways and education and employment opportunities available to them.

The Electrical Lineman Training

Program was developed and first funded in August 2010 in response to energy company needs and has continued with two per year. This program is a collaborative effort with DWDA, MDCC, AccelerateMS, MDES, Delta Electric Power Association, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs, and utility construction companies throughout the state. The 16-week program prepares participants to become linemen trainees with local energy companies and energy construction contractors and is one of the most successful programs ever implemented in the Mississippi Delta.

Classes 25 and 26 completed the program in PY22. A total of 420 trainees have completed the program since the beginning. Class 27 is ongoing with 16 trainees.

MDCC LINEMAN CLASS 26



Layoff Aversion Plan – In alignment with the State Plan, the DWDB implemented a continuum of layoff aversion strategies and activities to assist employers and workers in the Delta.

SERVICES INCLUDE:

- Strategic Planning
- Business Outreach
- Economic Analysis
- Linkages
- Performance Data and Tracking

TRAINING TO INCLUDE:

- Upgrade OJT
- Customized Training
- Apprenticeship, Pre-apprenticeship or industry recognized apprenticeship
- Internships, and Individual Training Accounts (ITAs)



SOUTH SUNFLOWER MEDICAL CENTER NURSE EXTERNS

The Nurse Extern Program through the MS Hospital Association provided 20 nursing students entering their final year of nursing school a 320-hour internship program at a local hospital with a nursing preceptor. Students from Delta State University, MDCC, NWCC, Holmes Community College and MS University for Women participated in the program. The six hospitals who served as worksites and provided preceptors and training included Bolivar Medical Center, Delta Health Center, Greenwood Leflore Hospital, North Sunflower Hospital, South Sunflower Hospital, and Tallahatchie General Hospital. This is a great work experience opportunity for the students and provides the hospital with a chance to recruit new nurses.

Chassity Dotson, a single 22-year-old, was looking for a better career than the retail job she had.



She applied for and was accepted into the LPN program at Coahoma Community College with tuition assistance provided through an ITA at the Clarksdale WIN Job Center. On July 6, 2023, she graduated from the nursing program, obtained her LPN license in August 2023; and started working full-time as a License Practical Nurse at Ruleville Rehabilitation Center, making \$24.00 an hour. She is looking forward to one day returning to school and furthering her education to become a Registered Nurse.

New and Different

National Dislocated Worker Grant (NDWG) - On March 24, 2023, severe storms, straight-line winds, and tornadoes hit the Mississippi Delta and devastated the small communities of Rolling Fork and Silver City in Sharkey and Humphreys Counties, along with several other areas in Mississippi. MDES received a NDWG for SDPDD to place approximately 100 eligible storm-related dislocated workers into allowable disaster recovery employment and provide humanitarian aid and disaster cleanup in the storm-damaged areas.

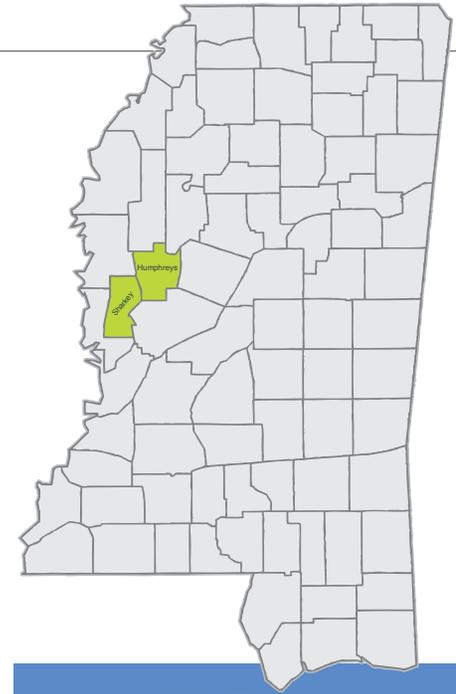
ONGOING PROJECT ACTIVITIES INCLUDE

- Demolition, cleaning, repair, renovation, and reconstruction of damaged and destroyed structures and facilities in the disaster impacted area

OTHER ACTIVITIES INCLUDE

- Providing crisis and trauma resources, activities, and counseling to community residents
- Providing humanitarian assistance, including distribution of food, water, basic needs, health and safety, and employment and training resources

The project will also identify and provide guidance to community residents impacted by the disaster to access resources from community partners to recover pre-disaster employment status, distribute health and safety information, and provide basic needs.



TO DATE, **78**
INDIVIDUALS HAVE BEEN
EMPLOYED AT TEN WORKSITES
IN THE TWO COUNTIES.



Delta: South Delta Planning and Development District

Registered Apprenticeship – The DWDA received a \$100,000 grant from Rural LISC – Local Initiatives Support Corporation - with a primary goal of establishing at least one Registered Apprenticeship in the Delta. Working with the Mississippi Office of Apprenticeship and the Ag Pilot Training Program, the first Ag Pilot Registered Apprenticeship was approved by USDOL in PY22. This program opens the door for additional funding for the program.

Delta Aerial Applicator (Ag Pilot) Training Program – In partnership with Delta State University and MDCC, the Aerial Applicator Training Program (Ag Pilot) trained its first class of Ag Pilots in the Mississippi Delta. With a \$2 million appropriation from Senator Cindy Hyde-Smith and additional funding from AccelerateMS and Rural LISC, the eight-month program kicked off in October 2022 and ten Ag Pilots graduated in June 2023. This program, not only the first of its kind in Mississippi, but also in the country, will provide farmers with qualified Aerial Applicators to meet their demands. Pilots with a Private Pilot License, 100 hours of flying time, and a private sponsor are eligible to participate. Students in the program receive their commercial rating, instrument rating, a turbine engine endorsement, general agricultural aviation training, and flight time to bring their total flying time to 250 hours.

The 2nd class of Ag Pilots will begin training in October.

Further expanding on the aviation sector, Delta worked with **Greenville Kearns Aviation Maintenance (GKAM)** to provide training opportunities in airframe sheet metal, avionics electrical systems and aviation maintenance to skill up and prepare for GKAM's upcoming aviation modification assignments. The Greenville Mid-Delta Airport hangars are being refurbished and brought up to US Department of Defense (DOD) standards to prepare for the training and creation of approximately 200 new jobs in aviation.



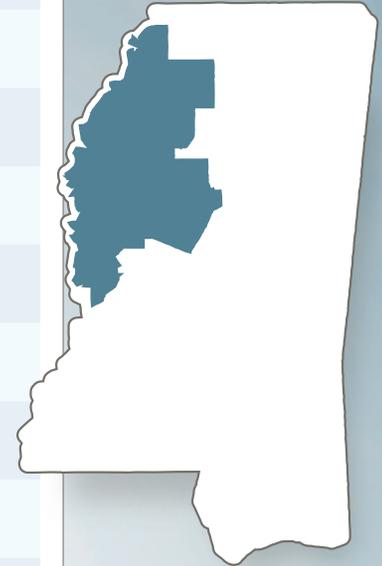
Ag Pilot Program featured in National Aviation Magazine



FIRST GRADUATING CLASS OF AG PILOTS

WIOA Title I — Performance Information: Delta Local Workforce Development Area

DELTA LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	86.1%	92.8%
Adult Employment Rate 4th Quarter After Exit	84.6%	93.0%
Adult Median Earnings 2nd Quarter After Exit	\$6,547	\$7,824
Adult Credential Attainment Rate 4th Quarter After Exit	73.3%	81.3%
Adult Measurable Skill Gain	61.1%	82.1%
Dislocated Worker Employment Rate 2nd Quarter After Exit	75.4%	87.3%
Dislocated Worker Employment Rate 4th Quarter After Exit	74.8%	84.5%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,981	\$7,270
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	75.2%	89.1%
Dislocated Worker Measurable Skill Gain	64.5%	82.5%
Youth Employment Rate 2nd Quarter After Exit	84.0%	90.5%
Youth Employment Rate 4th Quarter After Exit	81.3%	91.5%
Youth Credential Attainment Rate 4th Quarter After Exit	82.3%	85.0%
Youth Measurable Skill Gain	53.1%	86.0%
Youth Median Earnings 2nd Quarter After Exit	\$3,277	\$3,409



Three Rivers Planning and Development District

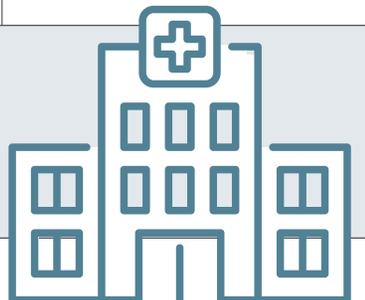
Overview

Three Rivers Planning & Development District, Inc. (TRPDD) has been designated as the Fiscal and Administrative Agent for the Mississippi Partnership Local Workforce Development Area (MS Partnership) since its inception in 2000. The MS Partnership is the largest geographical workforce area in the state, consisting of 27 counties in the north and northeast section of the state.

Through their strong partnerships with Community Colleges, the Mississippi Department of Employment Security, other planning and development districts, and Core Partners in the area, the MS Partnership is able to deliver the highest quality of services to its customers – both job seekers and employers. Over \$8.1 million was contracted for workforce services in the areas of WIOA youth and adult/dislocated worker in PY 2022 with WIOA service providers. The MS Partnership’s in-demand target sectors are: Advanced Manufacturing, Information Technology, Logistics – Transportation and Distribution, and Energy.

INTERESTING FACT

North Mississippi Medical Center, a 640-bed regional referral center in Tupelo, holds the distinction of being the largest, private, not-for-profit hospital in Mississippi and **the largest non-metropolitan hospital in America.**



WIN Job Center Locations

Amory

662-256-2618 and
662-256-5617
1619 Highland Drive
P.O. Box 415
Amory, MS 38821-0415

Attala County

662-289-2535
254 Hwy 12 West
Kosciusko, MS 39090

Calhoun County

662-412-3170
237 S. Murphree Street
Pittsboro, MS 38951

The Communiversity

662-243-1751
7003 South Frontage Road
Columbus MS 39701

Corinth

662-696-2336
2759 S. Harper Road
Corinth, MS 38834-2050

Desoto County

662-280-6218
NWCC Desoto Campus
WIN Job Center Room # 300-L
5197 W. E. Ross Parkway
Southaven, MS 38671

Grenada

662-226-2911
1229-A Sunset Drive
Grenada, MS 38901

Houston

662-407-1219
210 S. Monroe St.
Houston, MS 38851

Iuka

662-423-9231
1107 Maria Lane
Iuka, MS 38852-1120

Louisville

662-773-5051
790 N. Court Ave.
Louisville, MS 39339-2059

Marshall County Workforce Training Center

662-851-4190
4700 Cayce Road
Byhalia, MS 38611

New Albany

662-692-1502
301 North St.
New Albany, MS 38652

Oxford

662-236-7201
1310 Belk Blvd.
Oxford, MS 38655

Pontotoc

662-407-1226
316 Coffee Street
Pontotoc, MS 38863

Tate County

662-562-3351
NW Community College
4975 Highway 51 N
Senatobia, MS 38668

Tupelo

662-842-4371 and
662-407-1213
3200 Adams Farm Road,
Suite 4
Belden, MS 38826

West Point

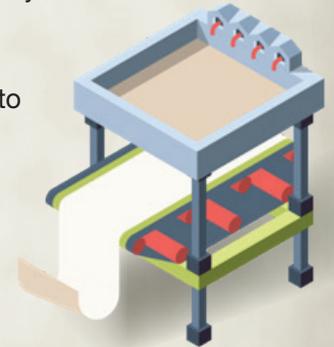
662-243-2647
1899 East TVA Road
West Point, MS 39773

TRPDD Workforce Services are designed around the needs of businesses in our area and offer help for every Mississippian to become work- or career-ready and to secure his or her dream job here at home. We stay connected with businesses in our area to ensure we are meeting their needs and providing a qualified pipeline of potential employees to sustain and expand their business’s economic viability. The goal of TRPDD Workforce Services is to provide local citizens with the opportunity to gain skills necessary to obtain employment that leads to self-sufficiency while meeting the needs of our local businesses.



**EAST MS COMMUNITY COLLEGE
EMPLOYER SUCCESS STORY**

The Process Manufacturing Bootcamp program is a partnership between International Paper and East MS Community College (EMCC) that helps meet our corporate employment and training needs locally while providing community member participants with the skills needed to earn a good wage.



EMCC’s Workforce and Community Services division serves as a conduit between the local workforce and area businesses and industries, which benefits everyone involved according to Anna Tate, Training Coordinator, Columbus Cellulose Fibers.

In the last bootcamp class, there were 21 participants, 14 of whom were offered internship positions. Of the 14 interns, 11 were offered full-time employment with International Paper. This tremendous success and return on investment makes International Paper proud to support EMCC and our community. We have been able to successfully develop a short-term, introductory program to create a pipeline of local employees which will continue to benefit our company in the future.

WIOA Service Providers

WIOA services were provided through the following agencies and organizations during PY 2022:

Youth Service Providers
East Mississippi Community College
Itawamba Community College
Golden Triangle Planning & Development District
North Central Planning & Development District
Northeast Mississippi Community College
Northwest Mississippi Community College
Three Rivers Planning & Development District

Adult/Dislocated Worker Service Providers
East Mississippi Community College
Itawamba Community College
Mississippi Department of Employment Security
Northeast Mississippi Community College
Northwest Mississippi Community College

WIN Job Centers

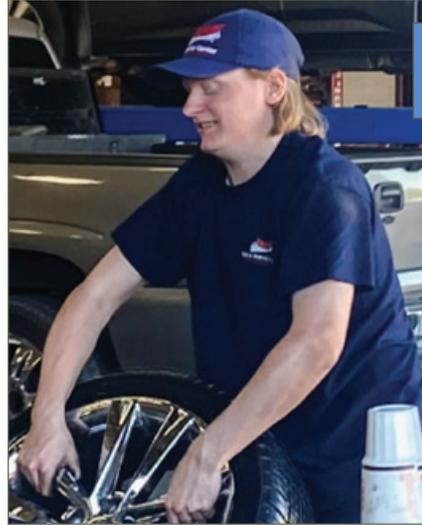
The MS Partnership oversees one Comprehensive WIN Job Center and 16 Affiliate WIN Job Centers.

The WIN Job Centers are focused on both the potential employee and the business owner. Businesses are encouraged to use the WIN Job Center for networking to find the best potential employees. During last year we served 1,248 adult workers and 540 dislocated workers through our WIN Job Centers with almost 960 individuals receiving on-the-job training (OJT), individual training accounts (ITAs), apprenticeship and internship services.

In PY 2022 TRPDD continued their partnerships with local governments to provide locations for our WIN Job Centers while concentrating on providing funding for personnel and training for workers.

The MS Partnership has a tremendous working relationship with the community colleges in the area. Four community colleges (East MS, Itawamba, Northeast, and Northwest) serve 21 counties and their workforce development professionals lead both workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating to the MS Partnership area. Together, they provide a cohesive workforce training package that is instrumental in business recruitment. As businesses determine additional training needs, the workforce area and community colleges are sometimes able to pool resources to provide the training. A combination of OJT and customized training (CT) is a powerful tool for retention of existing businesses and recruitment of new businesses.

The MS Partnership partnered with the Governor's Job Fair Network, the Mississippi Department of Employment Security, local WIN Job Centers, economic developers, and local business to host 10 job fairs throughout our region. These job fairs were aimed at helping the unemployed and underemployed citizens in the MS Partnership connect with local employers who were hiring. MDES notified individuals who were receiving or recently exhausted unemployment benefits. We had over 295 businesses and over 2,005 unemployed or underemployed individuals who attended these 10 job fairs. The MS Partnership will continue to partner with the Governor's Job Fair Network to provide job fairs to help Mississippian seek employment opportunities.



WIOA GATEWAY YOUTH PROGRAM NORTHWEST MS COMMUNITY COLLEGE OUT-OF-SCHOOL YOUTH

James Newcomb dropped out of school when he was in the 9th grade.

He had previously tried to get his high school diploma through a home-school program but had not succeeded. He went to the Northwest Community College (NWCC) WIN Job Center (WJC) hoping to find the help. Staff at the WJC explained how the WIOA Gateway Out-of-School Youth Program could help him reach his goal of earning a High School Equivalency (HSE) and provide valuable work experience so he could get a job with a sustainable wage upon completion.

Mr. Newcomb enrolled in the program in September of 2022, was assigned to Gateway Tire and Battery in Senatobia where he would complete the 320-hour work experience portion of the program and began working on his HSE.

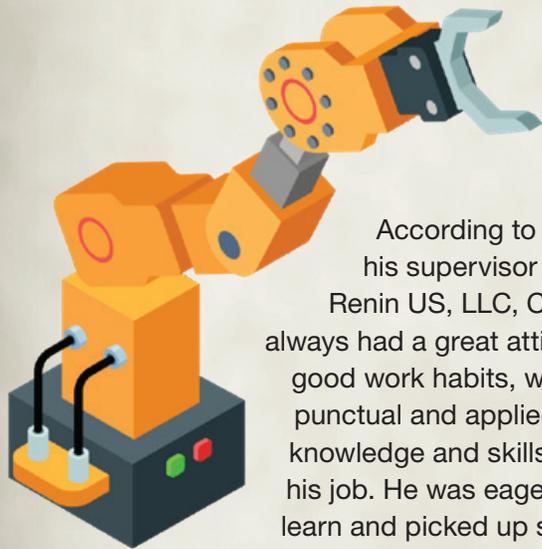
After completing the work experience, Mr. Newcomb was offered a permanent position that included a raise with Gateway Tire and Battery. He continued working on his HSE in the program while also working full-time. He successfully earned the coveted HSE and graduated from the Adult Education Program in May. Mr. Newcomb plans to enroll in the Automotive Technology Program at NWCC in the Fall of 2023 with continued help from the WIOA Out-of-School Youth Program that will assist in completing the enrollment forms and scholarship applications.



**ITAWAMBA COMMUNITY COLLEGE
ADULT PARTICIPANT**

Carl Graham, Jr. entered the Robotics and Automation Technology program at Itawamba Community College (ICC).

He graduated with an Associate of Applied Science Degree in Robotics and Automation Technology in May 2023. He was working in the non-registered apprenticeship program at Renin US, LLC while in college finishing his technology degree. He was hired full-time after he graduated from ICC.



According to his supervisor at Renin US, LLC, Carl always had a great attitude, good work habits, was punctual and applied his knowledge and skills to his job. He was eager to learn and picked up skills very quickly.

Currently his employer says “He is doing a good job. He shows up for work every day, works hard, and always wants to learn something new.”

Industry-Recognized Apprenticeship Program

The MS Partnership Industry-Recognized Apprenticeship Program (MPIRAP) is a locally developed apprenticeship program. This program is an earn-while-you-learn program that allows apprentices to attend a career/technical program at a local community college and also be employed by a local employer in the student’s field of study. Participating employers are reimbursed 50% of an apprentice’s wages up to \$6,000 per program year for no more than two program years. This program is funded through a partnership with AccelerateMS which provides 50% of the employer reimbursement and the MS Partnership which provides the other 50% of employer reimbursement.

The MPIRAP is designed to provide individuals with an opportunity to acquire the knowledge and skills that lead to high paying jobs while also helping businesses grow their skilled workforce. The program also helps to decrease critical skill gaps and expand on-the-job training opportunities.

This program is 100% focused on the MS Partnership’s five target sectors targets and partners with East MS, Itawamba, Northeast MS, and Northwest MS Community Colleges.

Currently, the programs of study at local Community Colleges includes programs such as:

- Mechatronics
- Industrial Maintenance Technology
- Information Systems Technology
- Drafting
- Design and 3D Modeling Technology
- Precision Manufacturing and Machining Technology
- Welding and Cutting Technology
- Electrical Technology
- Diesel Equipment/Power Technology.

Students enrolled in MPIRAP must be recommended by their respective Community College instructors, complete an interview process with partnering businesses, be selected by a partnering business, and remain in good academic standing while in the program. In PY 2022 the MS Partnership enrolled 168 apprentices and partnered with 70 businesses.

Community College Program Highlights

Community College partners in the MS Partnership are constantly evaluating employer needs and changes in our local economy to ensure that we have a well-trained workforce for the jobs in our area.

We would like to highlight some of the innovative solutions our Community College partners have developed.



East Mississippi Community College Process Manufacturing Boot Camp

EMCC offers a four-night Process Manufacturing Bootcamp that offers skills needed by those seeking employment with International Paper. The course Monday through Thursday from 6 p.m. to 9 p.m. Information used by International Paper for orientation of new employees has been incorporated into the class in areas such as steam fundamentals, pumps and valves, safety and hazards and conductivity. The training also includes instruction in soft skills, such as team building, problem solving and communication. Students who complete the course are guaranteed an opportunity to compete for an internship at International Paper, which produces, among other things, specialty pulp products used in diapers, wipes, and feminine hygiene products. Since the bootcamp started in late 2021, EMCC has hosted nine classes with 55 individuals obtaining an internship and 42 interns receiving full-time employment upon completion of the internship.



Itawamba Community College Class B Rapid Response Commercial Truck Driving

Ten municipal and county employees participated in the Class B Commercial Truck Driving program funded with rapid response funds. Workers maintained employment while completing the training, which enabled them to retain employment and become Class B truck drivers upon completion.





NORTHEAST
MISSISSIPPI COMMUNITY COLLEGE

Northeast Mississippi Community College Fiber Training Program

This course is designed to equip fiber technicians with the skills and knowledge required to install, splice, test, and maintain “Fiber to the Home” (FTTH) and “Fiber to the Building” (FTTB) systems.

At the completion of the course, technicians will be equipped with professional careers with organizations such as telecommunications service providers, internet service providers, and contractors. Participants will earn the nationally recognized Fiber Broadband Association OpTICTM Path certification.



NORTHWEST
MISSISSIPPI COMMUNITY COLLEGE

Northwest Mississippi Community College Utility Line Worker Technology Program

The Utility Line Worker Technology Program at Northwest Mississippi Community College is a one-semester program designed to prepare students for employment in the field of utility power transmissions and distribution, construction, troubleshooting, and repair. Throughout the 16-week program, students will gain knowledge in all aspects of the industry to include connecting meter loops, transformers, and other equipment on de-energized poles. Individuals will assist with framing and installation of utility poles and apparatus on the ground, differentiate between energized and de-energized structures and recognize hazards. Additionally, students will execute basic connections and disconnections, inspect voltage/amperes, and safely operate vehicles, trailers, and equipment. Upon completion of the program, students obtain a Class A CDL license along with a Certificate degree from Northwest MS Community College.

WIOA GATEWAY YOUTH PROGRAM GOLDEN
TRIANGLE PDD IN-SCHOOL YOUTH



Kyrin Oliver is a 2022-2023 Gateway In-School Workforce Program participant.

In May, he completed essential job skills training at Noxubee High School and a paid internship in June with RM&R Services, LLC in Columbus.

This was only the beginning for Mr. Oliver. Due to the excellent work ethic he displayed, he was offered a summer job with RM&R Services, which he happily accepted.

Mr. Oliver is one of many program participants who excelled in their internships and received job offers from their internship employers. Through their hard work, many youth are earning money and valuable skills for their futures.

Congratulations to Kyrin Oliver, as well as our other participants who completed their internships and are taking the next steps to make their career pathway goals a reality.

WIOA Youth Programs

The MS Partnership's vision for moving the WIOA youth program from the traditional brick-and-mortar program to being able to interact virtually with our youth participants became a reality with the launch of its My Gateway Career website. My Gateway Career provides an online portal for our youth programs that includes modules for: application, intake, and case management; online orientation; professional development; and e-learning for career readiness.

TRPDD recognizes the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in our region that align with our sector strategy plan. Our employers have expressed the need for young people to understand the importance of soft skills such as attendance, attitude, and teamwork in the workforce as well as understand the career opportunities in our target industries. The concerns of our employers have only been exacerbated by the COVID-19 pandemic. It is imperative that we reach young Mississippians early and begin instilling the importance of essential job skills, exposing them to career opportunities available in Mississippi and developing and supporting career pathways so that we are building a pipeline of qualified workers for Mississippi.

During PY 2022 the MS Partnership had a network of four out-of-school youth providers and two in-school providers along with Three Rivers Planning & Development District also serving as a direct in-school youth program provider. These youth providers are strategically located throughout our 27-county workforce area to ensure that WIOA eligible youth in our area have access to WIOA youth services. We were able to serve 577 eligible active youth and provide follow-up services to an additional 608 youth during PY 2022. The MS Partnership provided paid work experience to over 72% of the active youth we served and are pleased to report that we spent over \$1.02 million on WIOA youth work experience in PY 2022 while also meeting our WIOA performance indicators.



WIOA GATEWAY YOUTH PROGRAM EAST MS COMMUNITY COLLEGE OUT-OF-SCHOOL YOUTH

Cameron came to the WIOA out-of-school youth program at East Mississippi Community College (EMCC) seeking employment.

She was interested in a career in advanced manufacturing. Upon completion of the essential job skills class, Cameron was accepted into EMCC's International Paper Boot Camp.

The Boot Camp is a partnership between EMCC and International Paper that offers a 4-night, 3-hour per night (12 hours total) Introduction to Process Control class that allows participants to understand what it is like to work as an operator in their two local facilities here in Columbus, MS. The Boot Camp has team-building exercises, introduction to safety, presentations on the different machines and operations of the facility, along with a tour of International Paper on night three. On the fourth and final night, the participants are given the International Paper entrance assessment required for all applicants. If the Boot Camp participant passes the entrance assessment, they are offered an internship with International Paper.

Cameron successfully completed the Boot Camp and entrance assessment and received a paid internship. Her supervisor and HR Management spoke very highly about her work ethic and how she was an exceptional intern. She completed her internship at International Paper and was offered a position as a permanent employee at International Paper.

High School Career Coaches

Three Rivers Planning & Development District was awarded a \$5.25 million grant from AccelerateMS to implement a Career Coach Program in 26 counties in north Mississippi, which encompasses 40 school districts.

The mission of this project is to expose, prepare, and connect students to career avenues within and beyond the classroom setting. Three Rivers PDD, in coordination with local school districts and economic development organizations, has hired 73 Career Coaches who are housed in 72 high schools throughout our 26-county service area. Three Rivers PDD has two Career Coach Managers who oversee the Career Coaches. Three Rivers PDD developed an online portal for Career Coaches to access training materials and information related to the program.

CAREER COACH HIGHLIGHTS — NUMBERS FOR 2022-2023 SCHOOL YEAR

Major Clarity/YouScience Logins:	14,900
Group Contacts:	5,208
Individual Student Contacts:	17,363
Parent/Guardian Contacts:	2,609
College Applications Completed:	1,865
In-School Career Connections (Guest Speakers):	1,228
Out-of-School Career Connections (Field Trips):	973

NORTHEAST MS COMMUNITY COLLEGE OUT-OF-SCHOOL YOUTH

Rebecca Meeks enrolled in the NEMCC Gateway Program in Ripley in November of 2021 because she needed assistance with earning her HSE and enrolling in college.

She scored unusually high in all her pre-assessments, and we saw very quickly that she was going to excel in all her studies. Ms. Meeks was one of the few students that year to earn a Platinum score on the WorkKeys Career Readiness Certification. Scoring college-ready scores on all her HiSET sub-tests, she earned her HiSET quickly.

In Fall 2022, Ms. Meeks enrolled as a full-time student at NEMCC and moved into the dormitory to pursue her bachelor's degree while double majoring in both Hospitality Management and Culinary Arts. In December of 2022, Becca was selected to represent NEMCC in the state culinary arts competition and won first place in her category. In May 2023, Becca completed her first year of college classes making the president's list and is pre-registered for fall classes to complete her degree by May 2024. We look forward to celebrating her future accomplishments.



Career STEP Program

Three Rivers, in partnership with the Mississippi Department of Human Services (MDHS) implement the Career Skills Training Employment Program (STEP) in the MS Partnership Workforce Development Area (MPWDA) to help Mississippians who are struggling to find jobs or who are stuck in low-wage positions with little chance for advancement. Three Rivers PDD subcontracted with East MS Community College (EMCC), Itawamba Community College (ICC), Northeast Community College (NECC), Northwest Community College (NWCC), and MS Department of Employment Security (MDES), to serve custodial or non-custodial parents who are low-income underemployed or unemployed adults ages 18 - 59 residing in our 27-county region with household income up to 200% of the annually published federal poverty guidelines. Career STEP provides a mix of services with strong connections to the local labor market and employer needs including assessment, career coaching, job search, education and training, work-based learning, internship, and job placement.

Career STEP is a collaborative program that brings together the community college system, workforce partners, high schools, community-based organizations, and the business community to create a path of stability and mobility for low-income families. The program is designed to help the most individuals make steps on a seamless pathway to a degree or workforce credential through skills and education training; career awareness and counseling; and other workforce services that lead to a career in a demand industry sector.

Three Rivers has a history of collaboration with diverse organizations. We partner with high schools, community-based organizations, community colleges, MDES, and foundations to provide Career STEP services. We partner with the Mississippi Low-Income Child-Care Initiative (MLICCI) to refer single moms in need of childcare assistance to connect to the workforce.

The Career STEP program uses a comprehensive approach that provides information and direct referrals to mental health agencies and other agencies providing health and social services assistance to make sure help is available and barriers are addressed by subject matter experts in a professional environment. In partnership with our Division of Workforce Development with the history and ability to collaborate, partner, leverage resources, and streamline processes makes us a premier workforce training organization.

PY 2022 Career STEP HIGHLIGHTS



SERVED A TOTAL OF

655 PARTICIPANTS

THAT WERE CONSIDERED
LOW-INCOME INDIVIDUALS.

20 PARTICIPANTS

WERE PLACED IN THE
INTERNSHIP PROGRAM.

575 PARTICIPANTS

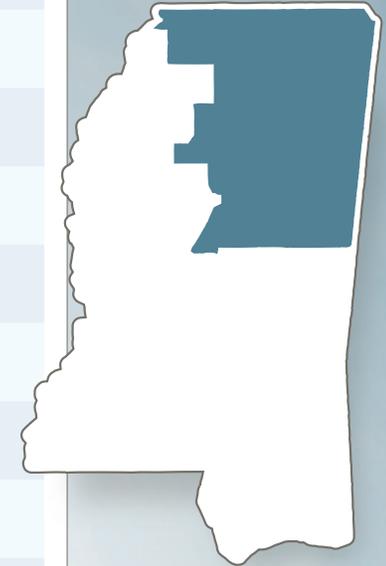
ENROLLED IN TRAINING
PROGRAM.

60 PARTICIPANTS

WERE ASSISTED WITH JOB
REFERRALS OR RECEIVED
SUPPORTIVE SERVICES.

WIOA Title I — Performance Information: Mississippi Partnership Local Workforce Development Area

MS PARTNERSHIP LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	85.8%	90.6%
Adult Employment Rate 4th Quarter After Exit	84.7%	89.3%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$7,633
Adult Credential Attainment Rate 4th Quarter After Exit	69.5%	76.1%
Adult Measurable Skill Gain	55.6%	73.4%
Dislocated Worker Employment Rate 2nd Quarter After Exit	72.0%	79.4%
Dislocated Worker Employment Rate 4th Quarter After Exit	72.3%	79.3%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,679	\$6,929
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	74.6%	84.6%
Dislocated Worker Measurable Skill Gain	63.5%	79.7%
Youth Employment Rate 2nd Quarter After Exit	82.5%	90.4%
Youth Employment Rate 4th Quarter After Exit	81.0%	89.4%
Youth Credential Attainment Rate 4th Quarter After Exit	71.2%	69.9%
Youth Measurable Skill Gain	60.5%	87.1%
Youth Median Earnings 2nd Quarter After Exit	\$3,100	\$3,262



Central Mississippi Planning and Development District

Overview

Southcentral Mississippi Works (SMW) Local Workforce Development Area is proud of the partnerships and relationships that exist with our workforce partners. These partnerships help to educate our citizens about our programs and provide our citizens cohesively and seamlessly with comprehensive workforce services and training as efficiently and easily as possible.

SMW, in conjunction with Hinds Community College, Copiah-Lincoln Community College and the Mississippi Department of Employment Security, operates seven WIN Job Centers within a 17-county workforce area. Each of these centers offers a variety of services to help residents seek and secure an appropriate job. Assistance includes, but is not limited to, basic career services, individualized career services, referral to a variety of workforce partner services and, where needed, skills and job training.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the Southcentral Mississippi Works Local Workforce Development Area.

WIN Job Center Locations

Brookhaven

601-833-3511
545 Brookway Blvd.
P.O. Box 790
Brookhaven, MS 39602-0790

Jackson

601-414-7796
Hinds Community College
Academic and Technical Center,
3925 Sunset Drive,
Jackson, MS 39213

Madison County

601-407-2457
167 Orchard Lane North,
Madison, MS 39110

McComb

601-684-4421
1400-A Harrison Avenue
P.O. Box 1306
McComb, MS 39648

Natchez

601-442-0243
107 Colonel John
Pitchford Parkway
P.O. Box 810
Natchez, MS 39121-0810

Pearl

601-936-1903
3805 Highway 80 East
Pearl, MS 39208-4295

Vicksburg

601-619-2841
755 Hwy 27 S.
Vicksburg, MS 39180

INTERESTING FACT

Adams County was the first county to have been organized in the former Mississippi Territory.

It is named for the second President of the United States, John Adams, who held that office when the county was organized in 1799.



SMW Local Workforce Development Area's (LWDA) designated comprehensive WIN Job Center is the Madison County center located in Madison County. This center physically houses all core workforce partner staff and programs. The remaining WIN Job Centers in the area are considered Affiliate Centers. Although partner staff may not be physically located in Affiliate Centers, their services are accessible through either technology or referral, as appropriate.

At all WIN Job Centers, customers are provided with basic Career Services to assist them with labor market information, assessment of their current skills and needs, job exploration and career counseling, job search and placement assistance, information on in-demand industry sectors and occupations, and many other activities. Based on need, customers are also provided with individualized career services, such as workforce preparation, internships, work experiences, short-term prevocational services, and more. WIOA funded training opportunities include On-the-Job Training (OJT), Individual Training Accounts (ITA), Apprenticeships, and Internships. OJT, Apprenticeships, and Internships benefit both the employer and the employee by offsetting the employer's cost of hiring and training an unskilled or under-skilled individual, while ITAs benefit individuals seeking to acquire or enhance their job skills.

About Southcentral Mississippi Works (SMW)

As a local workforce development area under the federal WIOA, SMW provides workforce development and training activities that help improve the skills and abilities of workers to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SMW works closely with several workforce partner agencies, including the Mississippi Department of Employment Security, AccelerateMS, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services, the four local Community Colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and employers. Activities are also available that are geared specifically to the Youth population.



Workforce activities in the area are overseen by a Local Workforce Development Board and a Local Elected Officials Board, called the Board of Commissioners. These boards are responsible for overall policy making and allocation of resources within the area. Workforce policies are developed in a manner that ensures employers' hiring and training needs are met and that financial resources are utilized in the most efficient manner. The Local Workforce Development Board (LWDB) membership includes a majority of business leaders, representatives of programs and organizations in accordance with the requirements of the WIOA law and appointed by the Local Elected Officials Board. The Local Elected Officials Board membership includes one representative from each of the 17 counties within the local area. Both Boards are nominated and appointed in compliance with the WIOA law.

A workforce staff of nine serves as support to the two boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the area's one-stop operators and service providers. A vital staff responsibility is that of continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Youth programs.

Local Workforce Development Plan

As required, at the end of each year of the four-year WIOA local plan, the SMW LWDB reviewed the local plan and submitted any needed modifications to the Mississippi Department of Employment Security Office of Grant Management. The current plan is effective for July 1, 2020, through June 30, 2024.

The 2020-2024 local plan supports Career Pathway and Sector Strategy alignment described in the state plan and explains how required partner programs work together to coordinate their services to better serve those seeking the skills needed to obtain a job. The plan also discusses how the local area addresses the workforce needs of area businesses.



Sector Strategy Plan

SMW undertook a lengthy project to identify the targeted industry sectors within the workforce area that offered the greatest potential for employment and the greatest need on the part of the employers.

The industry sectors identified for SMW Workforce Area are healthcare, manufacturing, agribusiness, information technology, energy, and transportation/distribution/logistics. During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives.

This is an ongoing effort and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing and planning workforce programs and activities. Workforce area staff continually collaborate with industry representatives to receive feedback on current and changing needs and explore ways to meet those needs. These sectors continue to be in high demand within the workforce area.



MI-BEST Community College Programs

SMW Workforce Development Area works closely with Hinds Community College, Copiah-Lincoln Community College, Holmes Community College, and Southwest Mississippi Community College under the WIOA to fund the tuition of some MI-BEST participants and to enhance the success of WIOA MI-BEST students enrolled at those community colleges. MI-BEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of I-BEST, an education model which challenges the conventional notion that basic skills instruction must be completed by students prior to starting college-level courses. Eligible MI-BEST students are awarded WIOA-funded ITA's to pay tuition and other costs of the training. Additionally, students receive wrap-around counseling and career services focused on retention and job placement from WIOA-funded staff.

Youth Programs

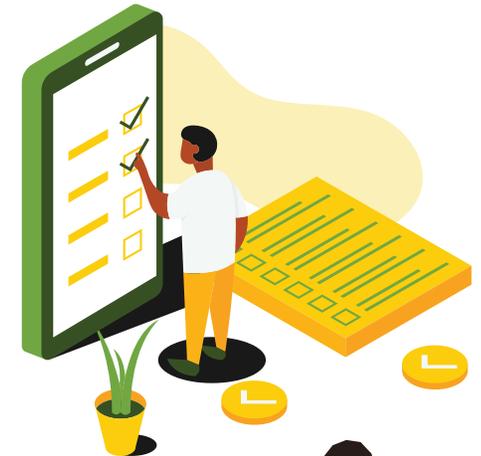
SMW's youth programs mainly serve Out-of-School Youth. Services to the Out-of-School Youth population include Career Services, ITAs, and Internships. Limited services are also provided to In-School Youth in the form of Career Services and Internships for students enrolled in career and technical training in the workforce area's targeted industry sectors.

The workforce area expanded the In-School Youth program for students enrolled in sector industry career and technical training at community colleges to afford them internship training work in their field of study during the summer months. This program was quite successful and will be continued during the school year 2023–2024 to connect career and technical community college students with permanent employment in their field of study.

Internship Program Helps Turn Job into Career Opportunity

The workforce division partnered with businesses and industries throughout the workforce area to offer a summer internship to current Community College Career and Technical Education Students. These internships were designed to help students still enrolled in school gain experience in their area of study before taking the final steps into full-time employment.

Students from Hinds Community College, Holmes Community College, and Copiah-Lincoln Community College successfully completed the 320-hour paid internship. All students who completed the internship will return to their respective Colleges to complete their degrees. Many industries have expressed interest in offering interns full-time employment upon graduation.



SMW Innovative Youth Programs

The SMW Workforce Area continued to implement several unique youth programs during the year. These programs target specialized youth populations to help participants gain basic necessary work skills as well as connect them with appropriate employment.

The workforce area operates innovative programs for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements. Participants are afforded intense counseling, preparation for and opportunities to earn a high-school equivalency if needed, and they are required to earn the NCRC during program participation. When appropriate, internships are available with area employers.

SMW also partners with the Refill Jackson Initiative to serve at-risk, out-of-school youth. Eligible program participants spend several weeks learning basic necessary work skills, receiving career counseling and earning appropriate credentials, including an HSE if needed. The training and the obtaining of the NCRC provides the youth with workplace skills they need to enter gainful employment. The program then places participants in internship opportunities with businesses that are in targeted sectors.



CAREER COACH PROGRAM

SMW's youth programs are further enhanced by a partnership with the AccelerateMS funded Career Coach program. This program connects and prepares high school students for careers with in-demand, high paying careers.

Currently, 35 Career Coaches are working in high schools throughout the SMW service area. WIOA funds are used to complement the program with work-based learning opportunities for students.

These unique programs allow the workforce area to reach special youth populations that we might not otherwise be able to reach and serve.

Nurse Extern Program Helps Nursing Students Take the Next Step

The SMW Local Workforce Development Area once again partnered with the Mississippi Hospital Association (MHA) and area hospitals to place 50 nursing students entering their senior year of nursing school into paid work experiences.

The Student Nurse Extern Program was developed based on a proven, innovative model that utilizes extern experiences to enhance the success of nursing students entering their last year of Registered Nurse education.

THE GOALS OF THE STUDENT NURSE EXTERN PROGRAM ARE TO:

- 1 Increase the number of extern opportunities in SMW hospitals by offering to students a supplemental practical experience within the hospital or clinic;
- 2 Offer an opportunity to enhance students' clinical and critical thinking skills; and
- 3 Increase recruitment of future externs as the new graduates begin their nursing careers in the SMW Workforce Development Area.

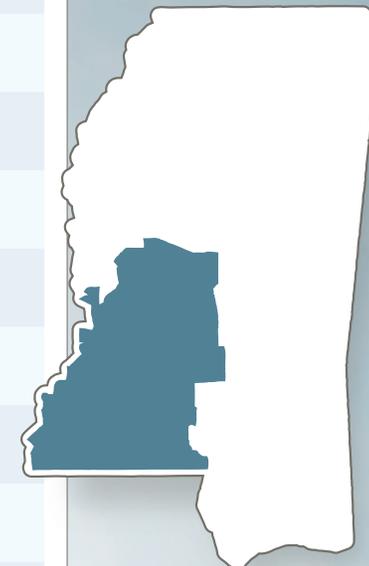


The Extern Program was incredibly successful as all 50 participants completed the program. Through the program, student nurses work eight (8) to nine (9) weeks in a supervised clinical experience in the summer prior to his/her last year in nursing school. The program provides classroom learning and clinical orientation with a trained RN preceptor and allows the nursing student to observe as well as gain valuable hands-on experiences to prepare them for their role as registered nurses.

The program is an excellent recruitment strategy for area hospitals. Many hospitals report a decrease in vacancy rates after implementation. Participants are more prepared to enter the workforce upon graduation and are more likely to seek employment in the same hospitals in which they trained. Participants reported a smoother transition from student nurse to graduate nurse because of the extern experience.

WIOA Title I — Performance Information: Southcentral Mississippi Works Local Workforce Development Area

SOUTHCENTRAL LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	84.4%	89.1%
Adult Employment Rate 4th Quarter After Exit	80.9%	85.8%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$8,527
Adult Credential Attainment Rate 4th Quarter After Exit	65.5%	69.4%
Adult Measurable Skill Gain	52.0%	65.6%
Dislocated Worker Employment Rate 2nd Quarter After Exit	76.0%	84.3%
Dislocated Worker Employment Rate 4th Quarter After Exit	76.0%	85.0%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$6,000	\$7,257
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	72.0%	84.8%
Dislocated Worker Measurable Skill Gain	56.0%	65.1%
Youth Employment Rate 2nd Quarter After Exit	72.0%	87.2%
Youth Employment Rate 4th Quarter After Exit	72.0%	78.4%
Youth Credential Attainment Rate 4th Quarter After Exit	71.0%	73.8%
Youth Measurable Skill Gain	48.0%	37.8%
Youth Median Earnings 2nd Quarter After Exit	\$2,958	\$5,130



Southern Mississippi Planning and Development District

Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and administrative agent for the Twin Districts Workforce Development Area (TDWDA). SMPDD/TDWDA provides strategic workforce training and services throughout its 24 diverse counties in Southeast MS. TDWDA's services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of employers within the region, both now and in the future.

Strategic partnerships as well as long standing relationships with other workforce entities such as Community Colleges, State Agencies, Economic Developers, as well as community-based non-profits and local businesses/employers are one of the main reasons we are so successful. Through these partnerships, Twin Districts supports the cross-cutting goals and the job-focused approach to workforce and reemployment services detailed in the WIOA Combined State Plan.

While it can be difficult to create effective partnerships across organizations with different missions, cultures, practices, and funding sources, Twin Districts prides itself on leveraging resources and partnering with organizations that hold complementary missions.

We use our limited funding to target four occupational areas identified in our TDWDA Sector Strategy which are: Advanced Manufacturing, Energy/Chemical, Healthcare, and Information Technology. Our common goal to better serve students, jobseekers, and employer customers keeps us focused on how best to pool our resources to all have successful outcomes for our mutual customers in the TDWDA.

These quality workforce partnerships demonstrate how workforce intermediaries and employers can design mutually beneficial relationships that connect working Americans—across racial and gender lines—to good jobs in the 21st century.

WIN Job Center Locations

Carthage

601-267-9282
202 C.O. Brooks St.
Carthage, MS 39051-4262

Choctaw, MS

601-663-7722
266 Industrial Road
Choctaw, MS 39350

Columbia

601-736-2628
1111 US Hwy 98, Suite A
Columbia, MS 39429-3701

Forest

601-469-2851
536 Deer Field Drive
Forest, MS 39074-6005

Gulfport

228-897-6900
10162 Southpark Drive
P.O. Box 2849
Gulfport, MS 39505-2849

Hancock County

228-466-5425
856 Hwy 90 Suite D
Bay St Louis, MS 39520

Hattiesburg

601-584-1202
1911 Arcadia Street
Hattiesburg, MS 39401-5428

Laurel

601-399-4000
2139 Hwy 15 N, Suite D
Laurel, MS 39440

Meridian

601-553-9511
2000 Highway 19 N
Meridian, MS 39307-4906

Pascagoula

228-762-4713
1604 Denny Ave.
P.O. Box 1058
Pascagoula, MS 39568-1058

Philadelphia

601-389-3431
1016 Saxon Airport Road
Philadelphia, MS 39350

Picayune

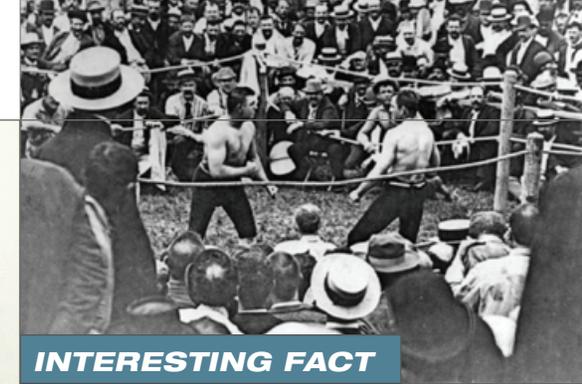
601-798-3472
2005 Wildwood Road
Picayune, MS 39466



LOCAL ELECTED OFFICIALS BOARD-LEO SHOWN ABOVE Pictured at left is Calvin Newsom, our LEO Board Chairman

TDWDA's strength lies in its active involvement and guidance from the TDWDA Workforce Board, its One-Stop Committee, Industry Advisory Council (IAC), and the Youth Committee, the Local Elected Officials Board (LEO), and workforce partners including East Central Planning and Development District (ECPDD). Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training, including layoff aversion strategies. Over \$12 million in WIOA funding was awarded to thirteen entities for the provision of Youth, Adult, and Dislocated Worker services in Program Year 2022.

As part of the American Job Center Network, TDWDA has 12 WIN Job Centers that fulfill two primary missions: assisting employers in locating and training a highly skilled labor force specific to their operational needs and assisting jobseekers in obtaining high-demand skills and job search tools that will lead them to long-term employment with family sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help employers recruit and train employees to meet their business needs. They help participants find jobs and obtain the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are a critical component in implementing the MS Works Smart Start Career Pathway model and thus creating a **Work-Ready Mississippi**.



INTERESTING FACT

The last bare knuckle prize fight was fought on the secluded property of a small farm known as Richburg Hill on July 8, 1889, between the two greatest fighters of the day, John L. Sullivan and Jake Kilrain. Over 2,000 spectators came by train from New Orleans and gathered in the sweltering Mississippi heat to witness this illegal event. The fight, known as an open secret event, had the attention of every major newspaper in the nation and wages were placed in every gambling den from Tallahassee to Tahiti.

The 75th round ended the fight when the punishing knockdown blow was delivered. Kilrain was down. After 2 hours, the sun-blistered and bloody Sullivan stood victorious as the Heavyweight Champion.

Shortly after returning home to recover from the fight, both men were extradited back to Purvis to face charges for participating in an illegal fight. After a year-long legal battle, the presiding judge threw out the charges on a technicality.

Years later, Kilrain served as a pallbearer when Sullivan passed away in 1918.

Today, a historical marker stands on the corner of Richburg Road and Sullivan-Kilrain Road to mark the famous location.



Yearly Board Member Training

Twin Districts conducts yearly Board Member training in November at our Annual two-day Board Meeting which consists of workshops showcasing our Youth program with highlights from our partners, as well as Workforce 101, and an Industry Panel with Q&A.

Shown at left: Mark Scott, our Industry Advisory Council Chair, leading the Industry Panel Q&A -Annual Board Training held at Meridian Community College's Riley Workforce Center.

The WIN Job Center in Harrison County, located in Gulfport, serves as the Comprehensive Center for Twin Districts. All the core partners (MDES, MDHS, MDRS and the community college MGCCC) are all located in the Comprehensive Center. Additionally, a Senior Community Services Employment Program (SCSEP) representative is available to make referrals throughout the workforce district. Other on-site partners include Job Corps, Career STEP, Veterans Services, UI and Wagner Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.

The WIN Job Centers bring together One-Stop partner programs in a seamless customer-focused service delivery network. Services are provided in the most inclusive, appropriate, and accommodating method to achieve effectiveness in both physical and programmatic accessibility for all individuals.



The state's strategic vision, led by Accelerate MS, is to continue to nurture a workforce system that acts and functions as an ecosystem where all parts are connected and line up to achieve common goals so that every Mississippian has an opportunity to become career-ready and secure a good job right here at home. TDWDA contributes to this vision by implementing the state's primary strategy which is the career pathway model that facilitates the integration of programs and improvement of efficiency in service delivery across program partners. This model is known as the Mississippi Works Smart Start Career Pathway Model.



MARCH 2023 - SMPDD AND JONES COUNTY HS CAREER COACHES IN HATTIESBURG FOR PROFESSIONAL DEVELOPMENT DAY

SMPDD Partners with Accelerate MS on High School Career Coach Program

SMPDD, as fiscal agent for the Twin Districts Workforce Development Area, received funding in the early fall from Accelerate MS to place Career Coaches in high schools throughout the region. In PY 2022, the TDWDA had 14 coaches in high schools with an additional 23 to be added in the next year.

The goal of the program is to ensure all students have an education plan or a work plan upon leaving high school. While the Career Coach program is a way for high school students to learn more about high-demand, skill-based job opportunities, the coaches provide students access to resources that help them find career paths that align with their specific interests and aptitudes. As part of a statewide initiative, Accelerate MS reports that career coaches across MS have had 9,915 individual student contacts, 1,535 parent contacts, 1,594 guest speakers and off-campus visits to colleges and businesses. By the end of the 2022-2023 school year, additional metrics included 4,389 interactions with students to assess aptitudes and clarify majors; 7,162 group interactions; 4,108 parent conversations; 2,905 college applications; 1,741 job applications; 2,001 guest speakers; and 1,057 field trips. The coaches also had 25,814 one-on-one conversations with students about their postsecondary plans.

The SMPDD Career Coaches serve the role of critical link between educators, students, and employers who have quality occupational opportunities for Mississippians.

9,915
INDIVIDUAL STUDENT CONTACTS

1,535
PARENT CONTACTS

1,594
GUEST SPEAKERS AND OFF-CAMPUS VISITS TO COLLEGES AND BUSINESSES. METRICS INCLUDED

4,389
INTERACTIONS WITH STUDENTS TO ASSESS APTITUDES AND CLARIFY MAJORS

7,162
GROUP INTERACTIONS

4,108
PARENT CONVERSATIONS

2,905
COLLEGE APPLICATIONS

1,741
JOB APPLICATIONS

2,001
GUEST SPEAKERS

1,057
FIELD TRIPS

25,814
ONE-ON-ONE CONVERSATIONS WITH STUDENTS ABOUT THEIR POSTSECONDARY PLANS

Meridian Community College Utility Lineman Program Spring 2023

Hunter Fuller graduated from high school and enrolled in general courses at his community college. He was undecided at the time about his future, but it didn't take him long to realize that he would be better suited and more interested in something more hands-on. The Utility Lineman program sparked his interest, so he enrolled in the program in the spring of 2023. Mr. Fuller loved being outside and climbing poles and he embraced everything his instructors taught him. He interviewed for a WIOA Internship with Mississippi Power and was offered the position where he gained hands-on experience and earned \$15 per hour.

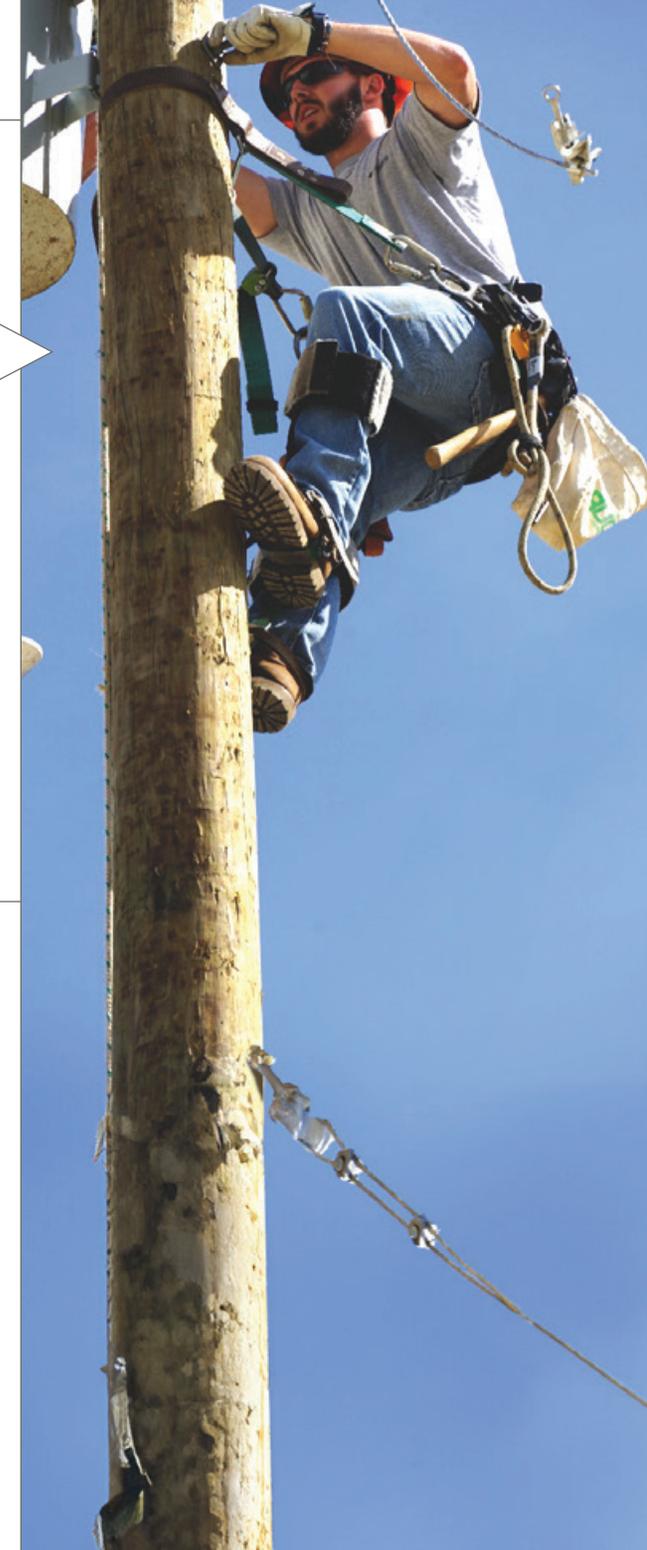
During the Internship, Mr. Fuller received a job offer from MDR Construction as a Lineman Apprentice. He is now working with MDR in Alabama with a starting salary of \$19 per hour. Mr. Fuller stated, "When I was in the program, I had two companies that I really wanted to work with, and MDR Construction was one of them." Mr. Fuller enjoys helping others get their power back on, and his training proved extremely helpful when his team was sent to assist after recent hurricanes in neighboring states. The training he received through WIOA has provided him with a bright future. He is on the career path from Apprentice Lineman to becoming a Journeyman Lineman.

On-the-Job Training Provided a Successful Career Opportunity

Adam Sullivan served four years as an Electrical Equipment Mechanic in the United States Navy. After leaving the military in 2018, he had several jobs and, most recently, worked as a Construction Laborer, but he wanted to gain experience in a career that provided economic stability.

Mr. Sullivan contacted the Pascagoula WIN Job Center, for assistance. He was enrolled in WIOA as a Dislocated Worker and hired by Chevron Refinery in Pascagoula as part of their On-the-Job Training (OJT) program where the employer provides the training while the employee earns an income. He was hired as an Operator Trainee with an hourly rate of \$32.42 per hour.

Mr. Sullivan is thankful for the training that is helping advance his career.





The Overcomer

Nathaniel Bourque is a homeless individual that came to the Gulfport WIN Job Center seeking employment. He stated that he is a recovered addict for some years. His life now consists of standing on the side of the road holding signs for handouts, sleeping in the truck that was gifted to him, and doing a few odd jobs for family members.

Mr. Bourque was not a traditional high school graduate but did get his HSE. He stated that he has always been in between jobs.

Mr. Bourque received career guidance services from the WJC to help him make occupational and educational choices. He always had an interest in driving trucks, so after enrolling in WIOA, and qualifying for an Individual Training Account to attend truck driver's training, he obtained his Commercial Driver's License in September 2022.

Mr. Bourque began working at MAK Transportation sixty hours per week making \$25/hr. He is appreciative of the job and stated with excitement, "This is the most money I've ever made in my whole life."

She Believed She Could, So She Did

Leizel "Lizzy" Salilin was born in the Philippines and relocated to the Mississippi coast several years ago with her husband. She was recently widowed and decided to pursue her personal goal of becoming a nurse.

She enrolled in CNA training at the PRCC Hancock Center where she completed her certification. She also enrolled in the PRCC adult education program she is set to complete her high school diploma this year.

Ms. Salilin has plans to continue her education to become a Licensed Practical Nurse; with the ultimate career goal of becoming a Registered Nurse.





JOB FAIR HOSTED AT MGCCC IN PARTNERSHIP WITH SMPDD AND THE MDES GOVERNOR'S JOB FAIR NETWORK

Job Fairs Continue in the Workforce Area

TDWDA partners with the MDES Governor's Job Fair Network to host Job Fairs regionally and locally using proven best practices for inviting qualified job candidates and businesses with posted job openings to attend. The events have been well-attended by employers and job seekers alike. Check out the results from the job fairs held in the TDWDA in February.

	MERIDIAN – MSU CAMPUS 02/07/23	MGCCC/ JACKSON COUNTY 02/15/22	MGCCC/ HARRISON COUNTY 02/16/22
Registered employers	45	43	48
Job applicants in attendance	200+	150+	280+
On-site interviews conducted	154	120	150
Job offers made on-site	41	43	96
Projected number of hires from this job fair in the next year	140	149	255

Twin Districts: Southern Mississippi Planning & Development District

TDWDA WIOA DWDA YOUTH COMMITTEE

TDWDA WIOA DWDA Youth Committee works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts youth programs are available to out-of-school youth (OSY) age 16 to 24 and in-school youth (ISY) age 14 to 21. In PY22, the TDWDA Youth Providers served 350 participants: 285 OSY, and 65 ISY.

SMPDD has been very successful as a direct service provider for youth at four sites located in Laurel, Forest, Waveland, and Columbia. SMPDD has also expanded our reach and ability to serve more youth in the last program year by awarding eight OSY subawards that cover 17 of the 24 counties in the TDWDA. Additionally, all 24 counties are served by SMPDD's In-School Youth program. Work readiness training/soft skills, financial literacy, High School Equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we "meet the youth where they are" in their journey to be good citizens earning family sustaining wages. As part of the Sector Strategy, there is time spent in the Youth curriculum on familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, Information Technology, and Healthcare.

THE CAREER SKILLS TRAINING EDUCATION PATHWAYS (STEP) PROGRAM

The Career Skills Training Education Pathways (STEP) Program is a workforce program that covers the cost of short-term (less than one year) training, such as workforce and career-technical education courses.

The program partners with local community colleges and other selected training vendors to connect participants to training opportunities and ultimately to career pathways.

The SMPDD Career STEP program is funded through the MS Department of Human Services TANF Workforce Employment Program. Career STEP fills a gap in our funding for training and allows us to train eligible participants in short-term training options related to in-demand occupations.



MERIDIAN COMMUNITY COLLEGE (MCC), EAGLES S.O.A.R OUT-OF-SCHOOL YOUTH PROGRAM

Steven Tremblay would be the first one to admit that he has made more than a few bad choices in life. He was a 24-year-old unemployed high school graduate who was on parole with the Mississippi Department of Corrections when he enrolled in the MCC Eagles S.O.A.R program. He had a career goal of becoming a truck driver but needed training.

Mr. Tremblay excelled in the Eagles S.O.A.R. program where he successfully completed classroom training while also gaining work experience at the Wesley House Community Center. He was then referred to the MiBEST program that would aid him to reach his goal of becoming a truck driver.

With determination, Mr. Tremblay successfully completed the work experience and earned a commercial truck driving license. In November 2022, he began employment with Western Express and graduated from MCC in December 2022. In Steven's words, "The MCC Eagles S.O.A.R. program changed my path and gave me the opportunity to turn my life around."

TWIN DISTRICTS PARTICIPATED IN KEMPER COUNTY SCHOOL DISTRICT IN-SCHOOL YOUTH APPRECIATION LUNCHEON IN MAY 2023.

Bridging the Gap between School and Industry

TDWDA has been diligently working on partnering with local school districts to expose youth to WIOA services and in-demand occupations. The high school CTE programs provide ISY with training in a specific pathway and the WIOA youth programs provide work readiness skills training, supportive services, and connect them to paid work-based learning/work experience opportunities.

In addition to our partnership with high school CTE and work-based learning programs, we joined efforts with our sister program, the SMPDD High School Career Coach program funded through Accelerate MS. The career coaches work to equip students and parents with information about career options and help them navigate their future after high school. They also spread awareness of career opportunities and programs including the WIOA youth program.

All these WIOA partner programs have, common goals for this population. We all work together to maximize awareness of in-demand occupations, increase college- and career-readiness, and connect in-school youth to work-based learning opportunities. In addition to utilizing the 50/50 waiver by increasing our in-school enrollments, these partnerships are enabling the TDWDA to achieve our sector strategy goals, such as aligning CTE programs with Community Colleges and business needs in our area.



WIOA YOUTH

Ka'Terika Powe is a seventeen-year-old In-School Youth participant from Kemper County High School who was dual-enrolled in the SMPDD WIOA Youth Workforce Training Program and the Kemper County School District work-based learning class. Ms. Powe stated that when she first started the program, she did not know very much about employee rights, workplace safety, credit, finances, and much more. After completing the program, she now feels knowledgeable about the workforce and has a much clearer picture of the real world.

Once the classroom training was completed, Ms. Powe was placed on work experience at the Chancery Clerk's Office at the Kemper County Courthouse as an Assistant Clerk. During the work experience, she was able to practice what she had learned in the classroom and learn valuable skills such as networking and engaging with co-workers. Ms. Powe completed 600 hours of work experience, received rave reviews from her worksite supervisor, and was offered her a permanent position.

After graduation, she enrolled at East Mississippi Community College and aspires to be a registered nurse.

WIOA YOUTH



Searra Wilson, a native of Philadelphia, has recently capitalized on ECCC’s Out-of-School Youth Program, securing an internship at the Philadelphia Community Development Partnership. Wilson expressed her gratitude for the program, stating, “This program came into my life at the perfect time. Following the pandemic’s impact on me and my family, I found myself without work, and this program was instrumental in guiding me back on track.”

Before beginning her internship, Ms. Wilson underwent four weeks of classroom training with career coach Cassie Hickman at the Integrated Technologies Training Center in Choctaw. Wilson commented, “Mrs. Hickman was an exceptional instructor and formed a real connection with me. We worked on various aspects such as crafting resumes, honing job-seeking strategies, refining interview skills, and more. The classroom experience truly equipped me for the workforce, particularly in terms of interview preparation.”

After completing her coursework, Ms. Wilson began working in her internship role in Philadelphia with the Community Development Partnership, which works on many fronts to promote the economy of Neshoba County. Following the conclusion of her internship, she intends to continue collaborating with the Community Development Partnership. “I wholeheartedly recommend this program to all eligible individuals, and I frequently find myself informing the public about the myriad of opportunities it has extended to me,” she emphasized. “I received support at every part of the experience and felt a genuine willingness from everyone to assist me.”

Cody Lange enrolled in the PRCC Youth SPARK program in November 2022 as a 22-year-old in need of a high school diploma and unsure of a career path. While in high school, he struggled with learning in a traditional school setting and was provided with one-on-one instruction to ensure his success. While co-enrolled in Adult Education, Mr. Lange worked on obtaining a high school equivalency (HSE) as well as workforce skills from the Youth SPARK staff.

During program participation, he discovered many personal strengths and was introduced to various careers. Mr. Lange eventually decided on a military career pathway and received additional tutoring to prepare for the Armed Services Vocational Battery (ASVAB).

In January 2023, he earned an HSE, received a high score on the ASVAB, and started a full-time job with Service Masters. Shortly after, Mr. Lange joined the United States Air Force and is now in Advanced Individual Training at Sheppard Air Force Base in Texas, training to be the crew chief with the C-130 plane maintenance.

PRCC YOUTH SPARK



Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a strategic partner in the WIOA Combined State Plan. The project operates under the Economic Workforce Development Division at SMPDD and is aligned with our TDWDA WIOA programs. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. Numerous host agency partners, over 60 in the last year, provide the on-site local training, supervision, and mentorship to help make our SCSEP participants successful. The goal for each SCSEP Participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.

However, the SCSEP Department could not assist any of its older job seekers without the partnership of other non-profit and government agencies. Host agencies perform the vast majority of skills training and mentorship that participants receive during their SCSEP enrollment.

IN JUNE 2023, SMPDD'S SCSEP PROGRAM HOSTED THEIR ANNUAL MEETING. SCSEP JOB SEEKERS, AS WELL AS HOST AGENCY SUPERVISORS WERE RECOGNIZED AND GIVEN AWARDS.



DEBORAH CRAIG

Long-time California resident, Mrs. Deborah Craig and her severely disabled spouse, moved to the Mississippi Gulf Coast where her spouse could receive much needed medical attention from the Veterans' Administration Hospital. The move had been expensive and Mrs. Craig needed to find work that would supplement their monthly social security benefits. She was over the age of 65, lacked computer skills, knew little about local job market requirements, and needed flexible hours so she could check on her husband throughout the day. After having no luck for several weeks, Mrs. Craig visited the local Harrison County Win Job Center and received a referral to SMPDD's Senior Employment Community Service Program (SCSEP). She was deemed eligible and assigned to train as a Gallery Attendant at the City Museum of Art.

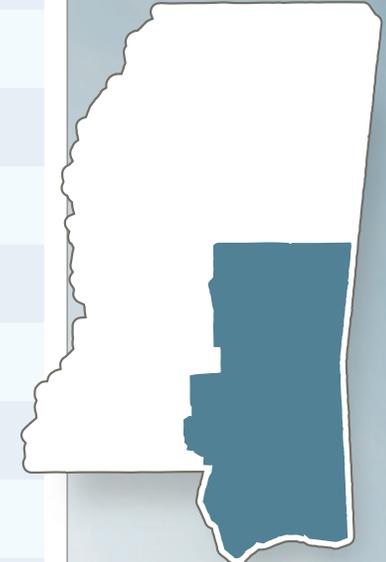
Although she had never had the opportunity to work in an art museum, Mrs. Craig quickly realized that she enjoyed the world of art and museums. She attended her project's Job Club, excelled in hard skills computer training, and completed soft skills training.

During June 2023, Mrs. Craig obtained that "perfect-for-me" position when she was hired as a receptionist at a local Cultural Arts Center. She is enthusiastic about being able to use the skills she learned during her SCSEP assignment, and working only 29 hours per week provides a nice supplement to her income and allows time to care for her husband.

Congratulations to Mrs. Deborah Craig! We know she is enjoying her new career and we look forward to hearing about her future successes in the world of community art museums.

WIOA Title I — Performance Information: Twin Districts Local Workforce Development Area

TWIN DISTRICTS LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	84.4%	87.9%
Adult Employment Rate 4th Quarter After Exit	80.9%	88.9%
Adult Median Earnings 2nd Quarter After Exit	\$6,945	\$8,327
Adult Credential Attainment Rate 4th Quarter After Exit	60.0%	62.5%
Adult Measurable Skill Gain	55.6%	67.9%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.5%	77.2%
Dislocated Worker Employment Rate 4th Quarter After Exit	73.7%	77.1%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,763	\$6,826
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	60.0%	66.2%
Dislocated Worker Measurable Skill Gain	57.5%	66.7%
Youth Employment Rate 2nd Quarter After Exit	80.2%	82.2%
Youth Employment Rate 4th Quarter After Exit	80.1%	76.3%
Youth Credential Attainment Rate 4th Quarter After Exit	70.0%	64.4%
Youth Measurable Skill Gain	57.6%	78.7%
Youth Median Earnings 2nd Quarter After Exit	\$3,200	\$3,080



APPENDIX C

On-the-Job Training Accounts and Individual Training Accounts

On-the-Job Training Including MDES, MDA, & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area for all funds including funds from the Mississippi Development Authority. These tables help demonstrate the diversity of the areas served with the OJT funding.

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
WIOA Adult	556	\$2,480,554.24
WIOA Dislocated Worker	126	\$532,775.60
Non-WIOA Funds	303	\$1,463,703.23
OVERALL TOTAL	985	\$4,477,033.07

OJT by Local Workforce Development Areas

Local Workforce Development Area (LWDA)	Number of Trainees Trained	Total Amount Obligated
Delta	214	\$1,047,448.20
MS Partnership	370	\$1,060,814.39
Southcentral	223	\$809,520.00
Twin Districts	178	\$1,559,250.48
TOTAL	985	\$4,477,033.07

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
Adult	556	\$2,480,554.24
AMS AITX Railcar Services	15	\$71,718.40
AMS Baxter	10	\$46,886.40
AMS Chevron	25	\$300,000.00
AMS Ingalls Shipbuilding	35	\$246,040.83
AMS Lockers	4	\$20,480.00
AMS Loss Prevention	36	\$99,840.00
AMS SDPDD Multi-Company Grant	31	\$71,161.60
AMS Viking Range/Lynx Grills	4	\$7,360.00
Dislocated Worker	126	\$532,775.60
MDA Blauer	25	\$100,160.00
MDA Feuer Powertrain	12	\$55,400.00
MDA Hearthside Food Solutions, LLC	16	\$104,974.20
MDA Homestead Furniture	34	\$104,512.00
MDA Ocean Aero	1	\$9,675.00
MDA PeopleShores	13	\$44,699.00
MDA VT Halter Marine	17	\$119,720.00
MDA Waste Management	16	\$41,276.80
WIOA Rapid Response	9	\$19,799.00
OVERALL TOTAL	985	\$4,477,033.07

Individual Training Accounts

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
160 Driving Academy	Truck Driving	9	\$37,800.00	\$37,800.00	\$4,200.00
Ace Training Center, Inc.	Truck Driving	61	\$256,200.00	\$256,200.00	\$4,200.00
Alcorn State University School of Nursing	Health Related Occupations	7	\$24,209.00	\$24,209.00	\$3,458.43
CE Career Center	Health Related Occupations	3	\$3,840.00	\$3,840.00	\$1,280.00
Coahoma Community College	Health Related Occupations	33	\$111,691.21	\$111,691.21	\$3,384.58
Coastal College, Inc.	Truck Driving	10	\$42,000.00	\$42,000.00	\$4,200.00
Copiah-Lincoln Community College	Business Occupations	1	\$2,495.00	\$203,512.18	\$2,907.32
	Electrical Occupations	9	\$36,800.00		
	Health Related Occupations	31	\$104,527.18		
	Service Occupations	4	\$9,750.00		
	Transportation	15	\$28,330.00		
	Truck Driving	5	\$11,860.00		
	Welding Occupations	5	\$9,750.00		
CRW Truck Driving Training School	Truck Driving	73	\$265,800.00	\$265,800.00	\$3,641.10
Delta State University	Academic Classes	40	\$103,978.31	\$215,223.05	\$2,593.05
	Business Occupations	9	\$22,975.50		
	Computer Occupations	1	\$3,644.50		
	Health Related Occupations	33	\$84,624.74		
Delta Technical College	Health Related Occupations	1	\$3,454.00	\$10,154.00	\$3,384.67
	Truck Driving	2	\$6,700.00		
DSC Training Academy	Truck Driving	12	\$41,832.00	\$41,832.00	\$3,486.00

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
East Central Community College	Business Occupations	1	\$1,100.00	\$194,121.91	\$2,457.24
	Electrical Occupations	22	\$34,697.00		
	Health Related Occupations	38	\$104,324.91		
	Truck Driving	18	\$54,000.00		
East Mississippi Community College	Automotive Occupations	1	\$3,600.00	\$92,115.47	\$1,806.19
	Building & Construction Trades	2	\$4,725.00		
	Computer Occupations	3	\$8,100.00		
	Electrical Occupations	1	\$3,600.00		
	Health Related Occupations	25	\$33,375.48		
	Maintenance Occupations	1	\$500.00		
	Production Machine Occupations	2	\$1,519.99		
	Truck Driving	11	\$26,400.00		
	Welding Occupations	5	\$10,295.00		
Hinds Community College	Academic Classes	2	\$4,890.00	\$201,569.74	\$2,078.04
	Automotive Occupations	5	\$13,132.91		
	Business Occupations	2	\$2,400.00		
	Electrical Occupations	2	\$2,088.00		
	Health Related Occupations	56	\$125,642.00		
	Miscellaneous Occupations	21	\$38,320.12		
	Production Machine Occupations	2	\$2,945.00		
	Service Occupations	5	\$7,626.71		
	Welding Occupations	2	\$4,525.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Holmes Community College	Electrical Occupations	7	\$13,000.00	\$152,284.46	\$2,379.44
	Health Related Occupations	50	\$129,024.46		
	Truck Driving	7	\$10,260.00		
Itawamba Community College	Business Occupations	1	\$500.00	\$48,963.00	\$1,224.08
	Health Related Occupations	29	\$38,463.00		
	Service Occupations	10	\$10,000.00		
Jackson State University	Health Related Occupations	2	\$12,095.00	\$12,095.00	\$6,047.50
Jones College	Computer Occupations	1	\$4,000.00	\$184,438.80	\$2,364.60
	Electrical Occupations	14	\$49,000.00		
	Health Related Occupations	38	\$70,967.80		
	Service Occupations	13	\$35,521.00		
	Truck Driving	9	\$22,500.00		
	Welding Occupations	3	\$2,450.00		
Meridian Community College	Building & Construction Trades	2	\$4,935.51	\$310,997.56	\$2,681.01
	Electrical Occupations	11	\$19,800.00		
	Health Related Occupations	73	\$204,207.70		
	Law Enforcement/Forensics	5	\$3,500.00		
	Production Machine Occupations	3	\$7,681.40		
	Truck Driving	20	\$65,093.96		
	Welding Occupations	2	\$5,778.99		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Mississippi Delta Community College	Agriculture/Farming/Gardening	1	\$3,020.26	\$270,770.03	\$2,735.05
	Building & Construction Trades	1	\$495.00		
	Health Related Occupations	70	\$218,604.77		
	Maintenance Occupations	1	\$3,650.00		
	Truck Driving	22	\$41,800.00		
	Welding Occupations	4	\$3,200.00		
Mississippi Gulf Coast Community College	Academic Classes	1	\$4,600.00	\$188,865.56	\$3,096.16
	Business Occupations	4	\$11,549.45		
	Computer Occupations	3	\$8,516.95		
	Electrical Occupations	1	\$2,275.00		
	Health Related Occupations	51	\$159,674.16		
	Welding Occupations	1	\$2,250.00		
Mississippi State Fire Academy	Academic Classes	1	\$600.00	\$35,355.00	\$505.07
	Fire Occupations	62	\$28,455.00		
	Health Related Occupations	7	\$6,300.00		
Mississippi Truck Driving School, LLC	Truck Driving	54	\$144,500.00	\$144,500.00	\$2,675.93
Mississippi Valley State University	Academic Classes	2	\$7,697.00	\$7,697.00	\$3,848.50
Northeast Mississippi Community College	Academic Classes	2	\$4,305.00	\$103,250.00	\$2,294.44
	Automotive Occupations	1	\$1,800.00		
	Health Related Occupations	25	\$67,645.00		
	Miscellaneous Occupations	3	\$1,500.00		
	Truck Driving	14	\$28,000.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participant
Northwest Mississippi Community College	Academic Classes	1	\$2,895.00	\$219,159.49	\$2,519.07
	Automotive Occupations	1	\$3,600.00		
	Electrical Occupations	1	\$1,560.00		
	Health Related Occupations	83	\$208,838.49		
	Truck Driving	1	\$2,266.00		
Pearl River Community College	Business Occupations	1	\$47.00	\$383,698.06	\$2,884.95
	Health Related Occupations	99	\$319,199.06		
	Service Occupations	18	\$45,000.00		
	Truck Driving	4	\$10,000.00		
	Welding Occupations	11	\$9,452.00		
Phillips Community College UA-Helena Campus	Health Related Occupations	1	\$2,062.84	\$2,062.84	\$2,062.84
Radical Transportation LLC	Truck Driving	9	\$31,500.00	\$31,500.00	\$3,500.00
Southwest Mississippi Community College	Academic Classes	2	\$1,320.00	\$75,682.21	\$2,803.04
	Electrical Occupations	1	\$2,755.00		
	Health Related Occupations	17	\$52,897.21		
	Truck Driving	7	\$18,710.00		
SuperiorCare Medical Academy	Health Related Occupations	11	\$25,545.00	\$25,545.00	\$2,322.27
Truck Driver Institute, Inc.	Truck Driving	46	\$155,740.00	\$155,740.00	\$3,385.65
University of Mississippi	Academic Classes	3	\$3,640.00	\$3,640.00	\$1,213.33
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	25	\$71,048.79	\$71,048.79	\$2,841.95
University of Southern Mississippi	Service Occupations	8	\$35,500.00	\$35,500.00	\$4,437.50
TOTAL		1,572	\$4,162,861.36	\$4,162,861.36	\$2,648.13

Individual Training Accounts by Local Workforce Development Area

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	15	\$63,000.00	\$63,000.00	\$4,200.00
Coahoma Community College	Health Related Occupations	31	\$107,000.21	\$107,000.21	\$3,451.62
CRW Truck Driving Training School	Truck Driving	8	\$33,600.00	\$33,600.00	\$4,200.00
Delta State University	Academic Classes	30	\$72,913.49	\$163,008.92	\$2,629.18
	Business Occupations	9	\$22,975.50		
	Computer Occupations	1	\$3,644.50		
	Health Related Occupations	22	\$63,475.43		
DSC Training Academy	Truck Driving	1	\$3,486.00	\$3,486.00	\$3,486.00
Hinds Community College	Health Related Occupations	1	\$1,850.00	\$1,850.00	\$1,850.00
Holmes Community College	Health Related Occupations	15	\$36,448.48	\$36,448.48	\$2,429.90
Meridian Community College	Electrical Occupations	1	\$1,800.00	\$6,588.45	\$3,294.23
	Health Related Occupations	1	\$4,788.45		
Mississippi Delta Community College	Agriculture/Farming/Gardening	1	\$3,020.26	\$259,165.03	\$2,728.05
	Building & Construction Trades	1	\$495.00		
	Health Related Occupations	66	\$206,999.77		
	Maintenance Occupations	1	\$3,650.00		
	Truck Driving	22	\$41,800.00		
	Welding Occupations	4	\$3,200.00		

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi Truck Driving School, LLC	Truck Driving	6	\$25,200.00	\$25,200.00	\$4,200.00
Mississippi Valley State University	Academic Classes	2	\$7,697.00	\$7,697.00	\$3,848.50
Northwest Mississippi Community College	Electrical Occupations	1	\$1,560.00	\$84,800.99	\$2,735.52
	Health Related Occupations	30	\$83,240.99		
Phillips Community College UA-Helena Campus	Health Related Occupations	1	\$2,062.84	\$2,062.84	\$2,062.84
Radical Transportation LLC	Truck Driving	9	\$31,500.00	\$31,500.00	\$3,500.00
Truck Driver Institute, Inc.	Truck Driving	2	\$8,400.00	\$8,400.00	\$4,200.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	3	\$12,000.00	\$12,000.00	\$4,000.00
University of Southern Mississippi	Service Occupations	1	\$4,750.00	\$4,750.00	\$4,750.00
TOTAL		285	\$850,557.92	\$850,557.92	\$2,984.41

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Coahoma Community College	Health Related Occupations	2	\$4,691.00	\$4,691.00	\$2,345.50
Copiah-Lincoln Community College	Transportation	3	\$5,590.00	\$5,590.00	\$1,863.33
CRW Truck Driving Training School	Truck Driving	24	\$60,000.00	\$60,000.00	\$2,500.00
Delta State University	Health Related Occupations	8	\$14,524.47	\$14,524.47	\$1,815.56

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Delta Technical College	Truck Driving	1	\$2,500.00	\$2,500.00	\$2,500.00
East Central Community College	Health Related Occupations	6	\$7,430.00	\$7,430.00	\$1,238.33
East Mississippi Community College	Automotive Occupations	1	\$3,600.00	\$92,115.47	\$1,806.19
	Building & Construction Trades	2	\$4,725.00		
	Computer Occupations	3	\$8,100.00		
	Electrical Occupations	1	\$3,600.00		
	Health Related Occupations	25	\$33,375.48		
	Maintenance Occupations	1	\$500.00		
	Production Machine Occupations	2	\$1,519.99		
	Truck Driving	11	\$26,400.00		
	Welding Occupations	5	\$10,295.00		
Hinds Community College	Health Related Occupations	1	\$1,466.00	\$1,466.00	\$1,466.00
Holmes Community College	Electrical Occupations	3	\$5,400.00	\$57,755.00	\$2,062.68
	Health Related Occupations	18	\$42,095.00		
	Truck Driving	7	\$10,260.00		
Itawamba Community College	Business Occupations	1	\$500.00	\$48,963.00	\$1,224.08
	Health Related Occupations	29	\$38,463.00		
	Service Occupations	10	\$10,000.00		
Meridian Community College	Health Related Occupations	11	\$27,400.00	\$27,400.00	\$2,490.91

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi State Fire Academy	Academic Classes	1	\$600.00	\$10,915.00	\$545.75
	Fire Occupations	19	\$10,315.00		
Mississippi Truck Driving School, LLC	Truck Driving	48	\$119,300.00	\$119,300.00	\$2,485.42
Northeast Mississippi Community College	Academic Classes	2	\$4,305.00	\$103,250.00	\$2,294.44
	Automotive Occupations	1	\$1,800.00		
	Health Related Occupations	25	\$67,645.00		
	Miscellaneous Occupations	3	\$1,500.00		
	Truck Driving	14	\$28,000.00		
Northwest Mississippi Community College	Academic Classes	1	\$2,895.00	\$134,358.50	\$2,399.26
	Automotive Occupations	1	\$3,600.00		
	Health Related Occupations	53	\$125,597.50		
	Truck Driving	1	\$2,266.00		
SuperiorCare Medical Academy	Health Related Occupations	11	\$25,545.00	\$25,545.00	\$2,322.27
Truck Driver Institute, Inc.	Truck Driving	22	\$54,940.00	\$54,940.00	\$2,497.27
University of Mississippi	Academic Classes	3	\$3,640.00	\$3,640.00	\$1,213.33
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	2	\$5,400.00	\$5,400.00	\$2,700.00
TOTAL		382	\$779,783.44	\$779,783.44	\$2,041.32

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
160 DRIVING ACADEMY	Truck Driving	9	\$37,800.00	\$37,800.00	\$4,200.00
Ace Training Center, Inc.	Truck Driving	29	\$121,800.00	\$121,800.00	\$4,200.00
Alcorn State University School of Nursing	Health Related Occupations	7	\$24,209.00	\$24,209.00	\$3,458.43
CE Career Center	Health Related Occupations	3	\$3,840.00	\$3,840.00	\$1,280.00
Coastal College, Inc.	Truck Driving	10	\$42,000.00	\$42,000.00	\$4,200.00
Copiah-Lincoln Community College	Business Occupations	1	\$2,495.00	\$195,572.18	\$2,963.21
	Electrical Occupations	9	\$36,800.00		
	Health Related Occupations	31	\$104,527.18		
	Service Occupations	4	\$9,750.00		
	Transportation	12	\$22,740.00		
	Truck Driving	4	\$9,510.00		
	Welding Occupations	5	\$9,750.00		
CRW Truck Driving Training School	Truck Driving	40	\$168,000.00	\$168,000.00	\$4,200.00
Delta State University	Academic Classes	10	\$31,064.82	\$37,689.66	\$2,899.20
	Health Related Occupations	3	\$6,624.84		
Delta Technical College	Health Related Occupations	1	\$3,454.00	\$7,654.00	\$3,827.00
	Truck Driving	1	\$4,200.00		
DSC Training Academy	Truck Driving	10	\$34,860.00	\$34,860.00	\$3,486.00

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Hinds Community College	Academic Classes	2	\$4,890.00	\$196,503.74	\$2,090.47
	Automotive Occupations	5	\$13,132.91		
	Business Occupations	2	\$2,400.00		
	Electrical Occupations	2	\$2,088.00		
	Health Related Occupations	53	\$120,576.00		
	Miscellaneous Occupations	21	\$38,320.12		
	Production Machine Occ.	2	\$2,945.00		
	Service Occupations	5	\$7,626.71		
	Welding Occupations	2	\$4,525.00		
Holmes Community College	Electrical Occupations	4	\$7,600.00	\$53,421.98	\$2,671.10
	Health Related Occupations	16	\$45,821.98		
Jackson State University	Health Related Occupations	2	\$12,095.00	\$12,095.00	\$6,047.50
Jones College	Health Related Occupations	1	\$1,505.00	\$1,505.00	\$1,505.00
Meridian Community College	Health Related Occupations	11	\$36,750.20	\$36,750.20	\$3,340.93
Mississippi Delta Community College	Health Related Occupations	4	\$11,605.00	\$11,605.00	\$2,901.25
Mississippi Gulf Coast Community College	Academic Classes	1	\$4,600.00	\$8,662.00	\$4,331.00
	Health Related Occupations	1	\$4,062.00		
Mississippi State Fire Academy	Fire Occupations	15	\$7,715.00	\$14,015.00	\$637.05
	Health Related Occupations	7	\$6,300.00		

Southcentral Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Pearl River Community College	Health Related Occupations	5	\$16,101.94	\$16,101.94	\$3,220.39
Southwest Mississippi Community College	Academic Classes	2	\$1,320.00	\$73,182.21	\$2,814.70
	Electrical Occupations	1	\$2,755.00		
	Health Related Occupations	17	\$52,897.21		
	Truck Driving	6	\$16,210.00		
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	20	\$53,648.79	\$53,648.79	\$2,682.44
University of Southern Mississippi	Service Occupations	2	\$7,000.00	\$7,000.00	\$3,500.00
TOTAL		398	\$1,157,915.70	\$1,157,915.70	\$2,909.34

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	17	\$71,400.00	\$71,400.00	\$4,200.00
Copiah-Lincoln Community College	Truck Driving	1	\$2,350.00	\$2,350.00	\$2,350.00
CRW Truck Driving Training School	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
DSC Training Academy	Truck Driving	1	\$3,486.00	\$3,486.00	\$3,486.00

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
East Central Community College	Business Occupations	1	\$1,100.00	\$186,691.91	\$2,557.42
	Electrical Occupations	22	\$34,697.00		
	Health Related Occupations	32	\$96,894.91		
	Truck Driving	18	\$54,000.00		
Hinds Community College	Health Related Occupations	1	\$1,750.00	\$1,750.00	\$1,750.00
Holmes Community College	Health Related Occupations	1	\$4,659.00	\$4,659.00	\$4,659.00
Jones College	Computer Occupations	1	\$4,000.00	\$182,933.80	\$2,375.76
	Electrical Occupations	14	\$49,000.00		
	Health Related Occupations	37	\$69,462.80		
	Service Occupations	13	\$35,521.00		
	Truck Driving	9	\$22,500.00		
	Welding Occupations	3	\$2,450.00		
Meridian Community College	Building & Construction Trades	2	\$4,935.51	\$240,258.91	\$2,611.51
	Electrical Occupations	10	\$18,000.00		
	Health Related Occupations	50	\$135,269.05		
	Law Enforcement/Forensics	5	\$3,500.00		
	Production Machine Occ.	3	\$7,681.40		
	Truck Driving	20	\$65,093.96		
	Welding Occupations	2	\$5,778.99		

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi Gulf Coast Community College	Business Occupations	4	\$11,549.45	\$180,203.56	\$3,054.30
	Computer Occupations	3	\$8,516.95		
	Electrical Occupations	1	\$2,275.00		
	Health Related Occupations	50	\$155,612.16		
	Welding Occupations	1	\$2,250.00		
Mississippi State Fire Academy	Fire Occupations	28	\$10,425.00	\$10,425.00	\$372.32
Pearl River Community College	Business Occupations	1	\$47.00	\$367,596.12	\$2,871.84
	Health Related Occupations	94	\$303,097.12		
	Service Occupations	18	\$45,000.00		
	Truck Driving	4	\$10,000.00		
	Welding Occupations	11	\$9,452.00		
Southwest Mississippi Community College	Truck Driving	1	\$2,500.00	\$2,500.00	\$2,500.00
Truck Driver Institute, Inc.	Truck Driving	22	\$92,400.00	\$92,400.00	\$4,200.00
University of Southern Mississippi	Service Occupations	5	\$23,750.00	\$23,750.00	\$4,750.00
TOTAL		507	\$1,374,604.30	\$1,374,604.30	\$2,711.25

All Local Workforce Development Areas Individual Training Accounts

Total Number of Participants	Total Amount
1,572	\$4,162,861.36

Statewide Individual Training Account (ITA) Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

ITA by Fund Source Category

Fund Source Category	Number of Students Trained	Total Amount Spent
Adult	1,174	\$3,017,163.71
Career Step - FY23	61	\$155,060.14
Dislocated Worker	264	\$796,857.46
Out of School Youth	63	\$183,780.05
Rapid Response – Layoff Aversion	10	\$10,000.00
TOTAL	1,572	\$4,162,861.36

ITA by Occupational Training Type

Occupational Training Type	Number of Students Trained	Total Amount Spent
Academic Classes	54	\$133,925.31
Agriculture/Farming/Gardening	1	\$3,020.26
Automotive Occupations	8	\$22,132.91
Building & Construction Trades	5	\$10,155.51
Business Occupations	19	\$41,066.95
Computer Occupations	8	\$24,261.45
Electrical Occupations	69	\$165,575.00
Fire Occupations	62	\$28,455.00
Health Related Occupations	808	\$2,182,261.80
Law Enforcement/Forensics	5	\$3,500.00
Maintenance Occupations	2	\$4,150.00
Miscellaneous Occupations	24	\$39,820.12
Production Machine Occ.	7	\$12,146.39
Service Occupations	58	\$143,397.71
Transportation	15	\$28,330.00
Truck Driving	394	\$1,272,961.96
Welding Occupations	33	\$47,700.99
TOTAL	1,572	\$4,162,861.36

ITA by Local Workforce Area

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	285	\$850,557.92
MS Partnership	382	\$779,783.44
Southcentral	398	\$1,157,915.70
Twin Districts	507	\$1,374,604.30
TOTAL	1,572	\$4,162,861.36

Individual Training Account Approved Course Listing

ACADEMIC CLASSES

ALTERNATE ROUTE TO TEACHER'S LICENSE
BACHELOR OF BUSINESS ADMINISTRATION - GENERAL
BACHELOR OF SCIENCE IN BIOLOGY
BACHELOR OF SCIENCE IN CHEMISTRY
BACHELOR OF SCIENCE IN EDUCATION - ELEMENTARY ED
BACHELOR OF SCIENCE IN EDUCATION IN ENGLISH
BACHELOR OF SCIENCE IN SOCIAL WORK
BACHELOR OF SCIENCE INTERDISCIPLINARY STUDIES(K-8)
BACHELOR'S OF ART MUSIC
BACHELOR'S OF SCIENCE IN APPLIED TECHNOLOGY
BACHELOR'S OF SCIENCE IN MATHEMATICS
BASIC LAW ENFORCEMENT
CIVIL ENGINEERING - ASSOCIATE
EMERGENCY MEDICAL TECH - BASIC
GRAPHIC DESIGN - ASSOCIATE DEGREE

AGRICULTURE/FARMING/GARDENING

FIELD CROPS TECHNOLOGY

AUTOMOTIVE OCCUPATIONS

AUTOMOTIVE SERVICE TECH. - CERTIFICATE
DIESEL EQUIPMENT TECH - CERTIFICATION
DIESEL MECHANIC - ASSOCIATES DEGREE
INDUSTRIAL MAINTENANCE - ASSOCIATE DEGREE

BUILDING & CONSTRUCTION TRADES

CONSTRUCTION EQUIPMENT (OPERATOR)
DRAFTING AND DESIGN - ASSOCIATE DEGREE
ELECTRICAL - INTRODUCTION - ONE YEAR CERTIFICATE
HEATING & AIR CONDITIONING - EVENING PROGRAM

BUSINESS OCCUPATIONS

ACCOUNTING TECH
BACHELOR OF BUSINESS ADMIN - ACCOUNTING
BACHELOR OF BUSINESS ADMINISTRATION - MANAGEMENT
BACHELOR OF SCIENCE - INTERDISCIPLINARY STUDIES

BACHELOR OF SCIENCE IN MATHEMATIC EDUCATION
BUSINESS ADMINISTRATION IN FINANCE - BACHELOR'S
BUSINESS MANAGEMENT TECH - ASSOCIATE
HUMAN RESOURCES - CERTIFICATE
PARALEGAL
PROCESS OPERATIONS - 2 YEAR

COMPUTER OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - COMPUTER
INFORMATION SYSTEMS
COMPUTER INFORMATION SYSTEMS TECH (LAN)
COMPUTER PROGRAMMING (ASSOCIATE DEGREE)
DATA ANALYTICS TECHNOLOGY
INFORMATION SYSTEMS TECHNOLOGY - ASSOCIATES DEGREE
SYSTEM BASED AUTOMATION CONTROL

ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN
ELECTRICAL TECH - ASSOCIATE
ELECTRONICS TECHNOLOGY -ASSOCIATE DEGREE
INDUSTRIAL ELECTRONICS ENGINEERING TECHNOLOGY
TELECOMMUNICATION ELECTRONICS TECH

FIRE OCCUPATIONS

DRIVER/OPERATOR 1002: PUMPER APPARATUS
FIRE FIGHTER 1001-I-II
FIRE OFFICER 1021-I-II
FIRE SERVICE INSTRUCTOR
FIRE SERVICE INSTRUCTOR 1041-I-II

HEALTH RELATED OCCUPATIONS

BACHELOR'S IN BUSINESS - HEALTHCARE ADMINISTRATION
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE
DENTAL HYGIENE
EMERGENCY MED TECHNOLOGY / PARAMEDIC
EMT ADVANCE
HEALTH CARE ASSISTANT

Individual Training Account Approved Course Listing — continued

HEALTH RELATED OCCUPATIONS (CONTINUED)

HEALTH INFORMATION TECH
HEALTHCARE ADMINISTRATION
LPN to RN Hybrid
MEDICAL - CODING CERTIFICATION
MEDICAL ASSISTANT - ASSOCIATE DEGREE
MEDICAL ASSISTANT - CERTIFICATE
MEDICAL CLERICAL/BILLING CLERK
MEDICAL LAB
MEDICAL OFFICE TECHNOLOGY
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA
NURSING
NURSING - ACCELERATED BSN ENTRY LEVEL AS 2ND DEGREE
NURSING - ACCELERATED TRACK LPN TO RN
NURSING - ASSOCIATE DEGREE (RN)
NURSING - BACHELOR OF SCIENCE (BSN)
NURSING - CERTIFIED NURSING ASSISTANT (CNA)
NURSING - LICENSED PRACTICAL NURSE (LPN)
NURSING - LPN - EVENING
NURSING ASSISTANT/AIDE
NURSING -RN UPGRADE TO BSN (BACHELOR OF SCIENCE IN NURSING)
PHARMACY TECH
PHLEBOTOMY (CLINICAL)
PHYSICAL THERAPIST ASSIST TECH
RADIOGRAPHY TECH - ASSOCIATE DEGREE
RESPIRATORY CARE
SONOGRAPHY / ULTRASOUND TECHNOLOGY - ASSOCIATE DEGREE
SURGICAL TECH - ASSOCIATE DEGREE

LAW ENFORCEMENT/FORENSICS

DETENTION OFFICER - ADULT - CERTIFICATE

MAINTENANCE OCCUPATIONS

HEATING & AIR CONDITIONING - ASSOCIATE
HEATING & AIR CONDITIONING - CERTIFICATE

MISCELLANEOUS OCCUPATIONS

MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE
MI-BEST BASIC ESSENTIAL SKILLS

PRODUCTION MACHINE OCCUPATIONS

AVIONICS - CABLING
MACHINE TOOL OCCUPATIONS - ASSOCIATE DEGREE
MACHINE TOOL OPERATOR - 2 YR CERTIFICATE
PRECISION MACHINING

SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING
CHILD CARE WORKER/CHILD DEV TECH
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) -ASSOCIATE DEGREE
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) -CERTIFICATE
HOSPITALITY & TOURISM - HOTEL & REST MGMT - ASSOCIATE
TRUCK DRIVER - ACCELERATED

TRANSPORTATION

FREIGHT BROKER/AGENT TRAINING

TRUCK DRIVING

CDL TRAINING
TRUCK DRIVER
TRUCK DRIVER - EVENING PROGRAM
TRUCK DRIVER - INTERNSHIP

WELDING OCCUPATIONS

WELDER - ASSOCIATES DEGREE
WELDING - CAREER CERTIFICATE
WELDING - TECHNICAL CERTIFICATE
WELDING & CUTTING
WELDING BASIC

APPENDIX D

Title I. Supplemental Information

Individuals Served by Service Center

Basic Career Services - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

Individualized Career Services - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

An individual may receive multiple services at service centers.

Delta Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Batesville WIN Job Center	0	0	1	1	0	0	1	1
Batesville NWCC WIN Job Center	756	238	629	253	47	47	1,432	254
Bolivar County CCA	0	0	462	44	0	0	462	44
Clarksdale WIN Job Center	109	37	393	75	17	17	519	75
Cleveland WIN Job Center	370	162	1,169	233	77	77	1,616	238
Coahoma Community College	0	0	180	29	0	0	180	29
Greenville WIN Job Center	316	153	221	78	31	31	568	156
Greenwood WIN Job Center	157	61	196	77	30	30	383	84
Indianola WIN Job Center	1,099	250	487	294	75	75	1,661	306
Lexington WIN Job Center	12	4	14	8	4	4	30	9

Delta	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Mid-State Opportunity Inc	0	0	170	25	0	0	170	25
Mississippi Delta Community College	0	0	1	1	0	0	1	1
Sunflower Humphreys County Progress	0	0	760	61	0	0	760	61
WWISCCA (Delta)	0	0	464	82	17	17	481	82
DELTA TOTAL	2,819	904	5,147	1,252	298	298	8,264	1,355

Mississippi Partnership	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Amory WIN Job Center	121	62	236	87	30	30	387	94
Attala County Kosciusko WIN Job Center	47	16	24	16	3	3	74	23
Calhoun County WIN Job Center	71	18	41	17	1	1	113	19
Communiversity	903	374	663	347	128	128	1,694	385
Corinth WIN Job Center	674	186	462	228	140	138	1,276	267
DeSoto WIN Job Center	28	15	196	104	34	34	258	108
East Mississippi Community College - (MP)	100	50	288	51	0	0	388	51
Golden Triangle Planning and Development District	167	83	595	87	0	0	762	87
Grenada WIN Job Center	705	180	650	215	80	79	1,435	218
Houston WIN Job Center	163	61	56	47	8	8	227	106
Itawamba Community College	140	70	799	115	0	0	939	115
Louisville WIN Job Center	151	57	96	50	22	21	269	74
Marshall County WIN Job Center	63	23	78	38	28	28	169	41

Mississippi Partnership Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Mayhew WIN Job Center	13	13	26	13	6	6	45	13
New Albany WIN Job Center	67	35	71	35	31	31	169	35
North Central Planning and Development District - (MP)	125	60	298	64	0	0	423	64
Northeast Mississippi Community College - (MP)	163	81	1,529	137	1	1	1,693	137
Northwest Mississippi Community College	179	89	1,069	94	0	0	1,248	94
Oxford WIN Job Center	108	54	140	79	73	73	321	80
Pontotoc WIN Job Center	124	60	49	46	42	42	215	108
Senatobia WIN Job Center	13	13	187	93	8	8	208	96
Three Rivers PDD	210	105	622	105	0	0	832	105
Tupelo WIN Job Center	1,027	194	361	287	151	149	1,539	359
West Point WIN Job Center	11	5	4	4	0	0	15	6
MISSISSIPPI PARTNERSHIP TOTAL	5,373	1,871	8,540	2,309	786	779	14,699	2,602

Southcentral MS Works Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Brookhaven CMPDD	194	85	119	85	22	22	335	92
Central MS PDD	5	4	96	65	0	0	101	65
Copiah Lincoln Community College	0	0	14	13	12	12	26	15
Hinds Community College	67	37	123	48	0	0	190	48
Jackson CMPDD	476	183	384	213	154	152	1,014	221

Southcentral MS Works Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Jackson WIN Job Center	133	68	135	73	0	0	268	73
Madison County WIN Job Center	125	104	89	88	20	20	234	114
Madison County Youth Court Jobs4 Youth	0	0	15	9	0	0	15	9
McComb WIN Job Center	105	56	79	67	30	30	214	72
Natchez WIN Job Center	81	20	43	36	12	12	136	38
Natchez CMPDD	127	71	148	82	14	14	289	85
Northeast Mississippi Community College - (SC)	0	0	14	14	0	0	14	14
Pearl WIN Job Center	41	34	25	17	0	0	66	37
Pearl CMPDD	354	171	746	255	135	131	1,235	256
Refill Cafe Youth Program	0	0	3	3	0	0	3	3
Vicksburg WIN Job Center	151	54	59	45	0	0	210	61
Vicksburg CMPDD	449	233	473	263	236	215	1,158	268
WCARC	0	0	5	3	0	0	5	3
Yazoo County Youth Court YES Program	0	0	9	9	0	0	9	9
SOUTH CENTRAL MS WORKS TOTAL	2,957	1,274	2,765	1,501	720	692	6,442	1,607

Twin Districts Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Carthage WIN Job Center	284	82	285	119	18	18	587	133
Choctaw WIN Job Center	8	8	108	39	0	0	116	39
Climb CDC	62	31	150	31	0	0	212	31

Twin Districts Service Center	BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Columbia WIN Job Center	658	173	534	202	32	32	1224	216
East Central Community College	17	8	41	10	4	4	62	13
East Mississippi Community College - (TD)	48	24	91	27	0	0	139	27
Forest WIN Job Center	828	226	606	254	73	73	1,507	313
Gulfport WIN Job Center	2,142	346	1,222	457	119	118	3,483	472
Hancock County WIN Job Center	27	26	55	39	10	10	92	39
Hattiesburg WIN Job Center	1,035	286	1,872	535	97	97	3,004	561
Jones College	80	45	341	102	0	0	421	105
Laurel WIN Job Center	1,846	289	790	346	55	55	2,691	365
Meridian WIN Job Center	3,887	537	1,048	469	105	105	5,040	589
Meridian Community College	56	28	191	41	0	0	247	41
Mississippi Gulf Coast Community College	187	110	484	99	0	0	671	132
Pascagoula WIN Job Center	510	142	804	342	118	116	1,432	353
Pearl River Community College	2	2	22	11	0	0	24	12
Pearl River Community College	59	30	170	30	0	0	229	30
Philadelphia WIN Job Center	61	57	214	59	0	0	275	65
Picayune WIN Job Center	603	170	2,196	258	64	62	2,863	261
SMPDD	240	120	708	160	0	0	948	160
TWIN DISTRICTS TOTAL	12,640	2,638	11,932	3,524	695	689	25,267	3,748

Placements by WIN Job Center

Delta

WIN Job Center	Placements Made*	Individuals Placed
Batesville	196	118
Cleveland	166	103
Indianola	165	118
Lexington	0	0
Clarksdale	32	27
Greenville	116	77
Greenwood	45	36
TOTAL *	720	472

Southcentral MS Works

WIN Job Center	Placements Made*	Individuals Placed
Brookhaven	193	133
Madison County	101	73
Pearl	141	83
McComb	216	52
Natchez	86	56
Vicksburg	264	125
Jackson	31	15
TOTAL *	1,861	599

Mississippi Partnership

WIN Job Center	Placements Made*	Individuals Placed
Louisville	69	34
West Point	3	2
Iuka	0	0
Marshall County	0	0
Oxford	1	1
Houston	58	36
Pontotoc	163	78
New Albany	0	0
Amory	19	12
Calhoun County	3	3
Communiversity	90	56
Corinth	49	21
Grenada	24	18
Tupelo	284	115
Attala County	0	0
Senatobia	2	1
TOTAL *	763	357

Twin Districts

WIN Job Center	Placements Made*	Individuals Placed
Picayune	250	140
Columbia	403	130
Carthage	77	53
Forest	177	80
Philadelphia	276	121
Choctaw	89	36
Hattiesburg	912	212
Laurel	1,102	284
Meridian	174	84
Pascagoula	282	172
Gulfport	690	217
Hancock County	35	35
TOTAL *	4,467	1,477

* An individual may be placed more than once by a WIN Job Center.

2022 Workforce Innovation and Opportunity Act Annual Report
presented by the State Administrative Entity for WIOA in Mississippi



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MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

For more information, call 601-493-9427 or visit mdes.ms.gov



An equal opportunity employer and program, MDES has auxiliary aids and services available upon request to those with disabilities.

Those needing TTY assistance may call 800-582-2233.

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